

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE

Chief Albert Lutuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za



EXTRACT OF MINUTES OF NATIONAL EXECUTIVE COMMITTEE (NEC) MEETING HELD BETWEEN 27 and 28 JANUARY 2023 AT THE ESSELENPARK CONFERENCE CENTRE, KEMPTON PARK

DELEGATION OF AUTHORITY

NOTING:

THAT Rule 12.2.13 of the ANC Constitution confers upon the NEC the power to institute and defend legal proceedings;

THAT it is impractical for the NEC to exercise this power as a structure which meets periodically;

THAT the NEC is desirous of delegating this power to the Secretary General and the Deputy Secretaries General as full-time administrative officers of the organisation;

THAT the NEC is desirous of delegating to the Secretary General and the National Office Bearers its power to take all steps necessary or warranted for the due fulfilment of the aims and objectives of the ANC and the due performance of the NEC's duties and that the said delegation of power does not include the power to bind the ANC or create any legal relationship envisaged in Rule 30 of the ANC Constitution which is the exclusive prerogative of the National Officials.

RESOLVED:

1. **THAT** the NEC delegates to **FIKILE APRIL MBALULA**, in his capacity as Secretary General, and **NOMVULA PAULA MOKONYANE**, in her capacity as First Deputy Secretary General and **MAROPENE RAMOKGOPA** in her capacity as Second Deputy Secretary General, the power to institute and defend legal proceedings on behalf of the ANC, to sign all documents necessary in that regard and to instruct attorneys and advocates to act on behalf of the ANC;
2. **THAT** the NEC delegates to the Secretary General and the National Officials the power to take all steps necessary or warranted for the due fulfilment of the aims and objectives of the ANC and the due performance of the NEC's duties and to provide reports to the NEC from time to time in this regard.

President: C Ramaphosa, Deputy President: P. Mashafie National Chairperson: G Mantsha Secretary General: F. Mbalola, First Deputy Secretary General: N. Mokonyane, Second Deputy Secretary General: M. Ramokgopa, Treasurer-General: G. Ramokgopa

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CERTIFIED A TRUE COPY


GWEDE MANTASHE
NATIONAL CHAIRPERSON
AFRICAN NATIONAL CONGRESS
28 JANUARY 2023

President: C Ramaphosa, Deputy President: P. Mashatile National Chairperson: G Mantashe Secretary General: F. Mbalula, First Deputy Secretary General: N. Mokonyane, Second Deputy Secretary General: M. Ramokgopa, Treasurer-General: G. Ramokgopa

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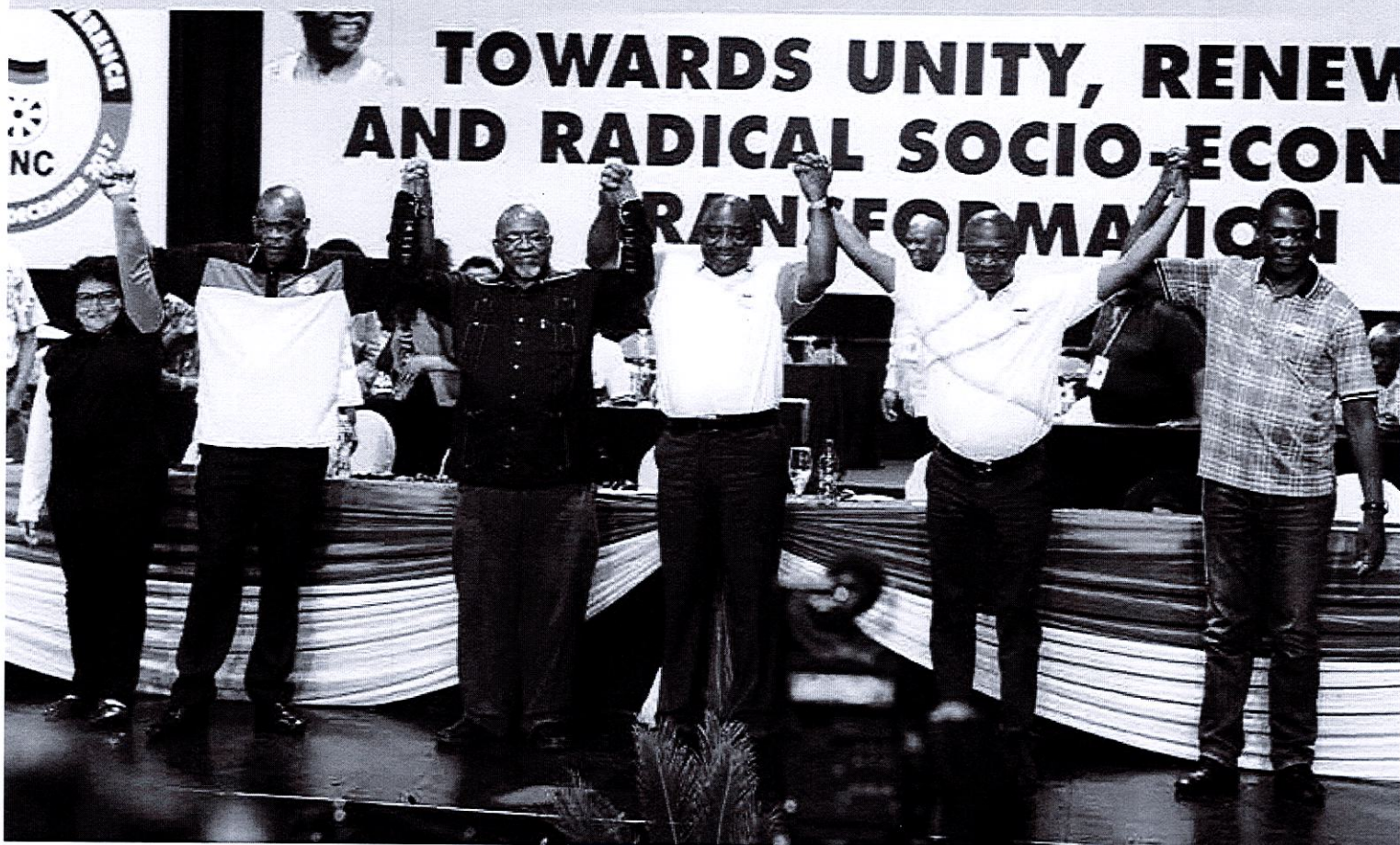




54TH NATIONAL CONFERENCE

REPORT AND RESOLUTIONS

**TOWARDS UNITY, RENEW
AND RADICAL SOCIO-ECON
TRANSFORMATION**



the above support and programmes for our work among the people.

2. The Secretary's office at all levels must monitor the achievements and outcomes of each programme and take the necessary action to address weak implementation.
3. Include a permanent elections and sectoral work capacity at national, provincial and regional level
4. Branch audits should include the Programme of Action as an indication of the life of the branch.

CADRE DEVELOPMENT

Noting

- Our deployment of cadres in many areas of work
- The challenges faced by our structures, public representatives and members
- The rapid turnover in leaders and public representatives
- The cadre development resolutions adopted by previous conferences
- The need for all cadres to understand the goals, values, policies, principles and the programmes of the ANC
- The need to develop the capacity of cadres deployed to higher levels of government and management

RESOLVES:

1. All ANC members must do the membership induction course during the probation period to be trained in the goals, values, principles and structure of the ANC. All BECs must be inducted with the BEC induction programme. THE Induction courses should also be available online
2. All REC, PEC and NEC members must attend an induction course as soon as they assume office
3. All councillors must be inducted for at least three days in the ANC approach to local government as well as the work we expect from councillors
4. The political school curriculum must be completed in an online version for branch study group or individual use by mid 2018. All ANC cadres available for selection as leaders and candidates must complete the school and pass the courses.
5. All leaders and candidates for deployment to government must ensure that they build their skills and qualifications to enhance their capacity
6. The ANC should develop a real and virtual discus-

sion forum on topical issues to help inform our structures of positions on current debates

7. Our communication to branches should be improved and include more topical political and news analysis.
8. Radio Freedom and any other vehicle (like podcasts) should be used to spread the ideas of the ANC and help us in the battle of ideas.
9. The ANC should ensure that leaders deployed in government go through compulsory, regular and ongoing development; in addition to the responsibility of individuals to continually develop themselves.

ELECTIONS

Noting

- Our declining levels of support and inability to implement our complete election campaign strategy
- Decreasing campaign management capacity and inability to maintain data on supporters and respond to issues
- Our inability to communicate coherently and get leaders to stay on message
- The candidate selection process and controversy that surrounds it in some areas
- The change in VD and ward boundaries that affect ANC branches and the fact that urbanisation happens mostly in our wards. Delaying re-demarcation for more than one 5 year period negatively affects our vote as more voters have the same vote as less voters in wards that do not grow. And that it will be unconstitutional as wards must be within 10% the same size
- A tendency to insult voters by "gifts" of food parcels and blankets before elections as a substitute for effective service delivery
- An increase in dirty tactics by political parties in local elections, like "bussing" voters to register outside their own ward and intimidation to stop voters from participating.

RESOLVES

1. Building a professional and permanent election capacity at national and provincial level, instructing the NEC and other leadership collectives to implement the resolution on maintaining full-time election capacity at national, provincial and regional level.
2. Building on the ANC national cloud data base and

53rd National Conference **RESOLUTIONS**



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the Policy Conference further recommend that the 53rd National Conference should declare the next decade a Decade of the Cadre in which there will be a key focus on the ideological, political, academic and moral training of a critical mass of ANC members.

- The One Million Members Campaign should be buttressed by a national programme to develop and transform most ANC members into activists and cadres who will be at the cutting edge of the on-going struggle fundamental political, social and economic transformation of our country. Accordingly, ANC members should understand fully what it takes for a member to go through the full cycle of becoming and remaining a tried and tested cadre. It must be clear that joining the ANC is the beginning of a long journey towards becoming a cadre.
- In the new phase of the NDR, deployment should always be preceded by systematic academic, ideological, and ethical training and political preparation. Cadre Deployment should be underpinned by a rigorous system of monitoring and evaluation of the performance of cadres deployed and elected to leadership positions. This will avoid a situation wherein leadership assessment and evaluation take place only in the run-up to conferences.
- It is in this spirit that the establishment and rollout of the ANC's comprehensive political school system – national, provincial, regional, sub-regional/zonal and branch level – is an urgent task during the Decade of the Cadre.
- The ANC veterans and former combatant of MK should be deployed in the programme of rolling out the political education cadreship development programme. This applies to individuals whose conduct is beyond reproach. The proposal that cadre deployment should also consider academic qualifications.
- The ANC should adopt a programme to raise the level of literacy, education and skills among its members as part of the

nation-wide campaign to make education and training a national priority.

- The ANC should be a specific focus on the recruitment, political and ideological training of students and young intellectuals
8. Conference further instructs the incoming NEC to develop and implement programme to give effect to the next ten years being declared a Decade of the Cadre

On safeguarding core values

- Having noted that the gradual erosion of the core values of the ANC threatens its continuing existence in the second centenary, Conference agrees unanimously that safeguarding and promoting the core values of the ANC constitute one of the key tasks of second phase of the transition. The promotion of our core values should be undertaken within the context the ideological struggle to cultivate progressive values among all South Africans as part of building a national democratic society.
- Conference reaffirms the NGC resolution on the setting up of the Integrity Commissions at all levels of the organisation. More urgent steps should be taken to protect the image of the organisation and enhance its standing in society by ensuring, among others, that urgent action is taken to deal with public officials, leaders and members of the ANC who face damaging allegations of improper conduct. In addition, measures should be put in place to prevent abuse of power or office for private gain or factional interests. The ANC can no longer allow prolonged processes that damage its integrity.
- Conference supports the rules on lobbying and called on the NEC to ensure that they are form part of conference rules. However, the idea that those wishing to stand for election should be given an organisational platform to campaign was rejected.
- Conference emphatically condemned factionalism as well as the practice of slates during conferences. In addition, delegates called for the ANC to tackle the underlying roots of these problematic practices which

ANC DEPLOYMENT POLICY
(As Adopted by the NEC: 11 – 13 July 2008)

1. INTRODUCTION

- (a) The organisation shall base its guidelines and procedures for deployment within and outside ANC structures on the ANC Deployment Policy.
- (b) Notwithstanding what is stated above, internal democratic processes of producing lists for the national assembly, legislatures and municipal committees shall be adhered to.
- (c) A National Deployment Committee shall be established to guide in the implementation of this policy.
- (d) All definitions used in this document shall be for the sole purpose of explaining the process of deployment within the ANC.

2. POLITICAL AND STRATEGIC FRAMEWORK

(a) The ANC as the Governing Party

- (i) As the ANC, we recognize that we are presently the majority and the governing party in the Republic of South Africa.
- (ii) We further recognize that through our proper strategic framework we will continue to be the major political force in the country.
- (iii) Furthermore, the ANC Constitution, the Freedom Charter, the ANC Strategy and Tactics and the National Conference Resolutions are all policy documents that shall build an important cornerstone of our Deployment Strategy.
- (iv) Our approach to deployment shall reflect a better understanding of the mandate derived from these documents.

(b) The ANC Constitution

The ANC Constitution as amended and adopted at the 52nd National Conference in December 2007 shall be the foundation pillar of our Deployment Policy.

(c) Freedom Charter

- (i) The Freedom Charter and the principles enshrined in it shall be the second foundation pillar of our Deployment Policy.

(d) **ANC Strategy and Tactics**

- (i) The ANC Strategy and Tactics document as amended and adopted at the 52nd National Conference in December 2007 shall be the third foundation pillar of our Deployment Policy.

(e) **Resolutions of ANC National Conferences**

- (i) The Deployment Policy shall be amended in accordance with resolutions adopted at ANC National Conferences.

(f) **Resolutions of the NEC**

- (i) The NEC shall in terms of Rule 12.2.i of the ANC Constitution "*issue documents and other policy directives as and when it deems fit.*" And
- (ii) Under Rule 26.1 "*The NEC may adopt rules and regulations for the better carrying out of the activities of the ANC.*"

3. DEFINITIONS

(a) **Member of the ANC:**

- (i) The standard use of the word 'member' is that of a person belonging to a club, group or political party/organisation;
- (ii) Rule 4 in the ANC Constitution addresses membership of the organization. Therefore in this context the word "*membership*" shall whenever used in this document have the same meaning as contained in the ANC Constitution;
- (iii) Furthermore, being a "*member*" shall mean that one has formally applied for membership of the organisation and is duly issued with the membership card as confirmation, i.e. card-carrying member;
- (ix) The ANC Constitution does not have a definition of membership that would imply who, among its members, may be considered to be a cadre; and
- (v) The Deployment Policy shall now for the purpose of clarity and for the need of building and developing the organisation make a clear distinction between a "member" and a "cadre", as shall be explained below.

(b) **Cadre of the ANC:**

- (i) The conventional use of the word 'cadre' is that of a person with special attributes. Such combination of words as "*key personnel*", "*highly trained*", "*a permanent nucleus or framework of a political or military unit*", or "*special unit*" would best depict some of the aspirations of a cadre.

- (ii) The ANC defines a 'cadre' only by implication. In documents or speeches of its leaders, especially those encompassing the period of exile when it was a banned organisation, it can be understood to mean a member of the organisation who:
- has been with the organisation for sometime;
 - has received some form of training from the organisation and is knowledgeable about the organisation itself;
 - has a particular profession gained from within the organisation;
 - is an embodiment of the principles of the organisation, the life, the body and soul of the ANC and the National Revolutionary Movement;
- (iii) The ANC Strategy and Tactics document as amended and adopted at the 52nd National Conference in December 2007 states: *"And wherever they are to be found, ANC cadres should act as the custodians of the principles of fundamental social change; winning respect among their peers and society at large through their exemplary conduct. They must be informed by values of honesty, hard work, humility, service to the people and respect for the laws of the land."*
- (iv) Furthermore, in this document under the heading *"Organisational Leader Of Change: Character Of The African National Congress"* the following is stated:
- "Given the vision of a national democratic society and the motive forces of change, what should be the character of the movement to lead social transformation? To carry out the NDR in the current phase requires a progressive national liberation movement which:*
- *understands the interconnection between political and socio-economic challenges in our society;*
 - *leads the motive forces of the NDR in pursuing their common aspirations and ensuring that their sectoral interests are linked to the strategic objective;*
 - *masters the terrain of electoral contest, utilises political power to advance the objectives of the NDR and wields instruments of state in line with these ideals as reflected in the National Constitution;*
 - *organises and mobilises the motive forces and builds broader partnerships to drive the process of reconstruction and development, nation-building and reconciliation; and*
 - *conducts itself, both in its internal practices and in relation to society at large, in line with the ideals represented by the NDR and acts as a microcosm of the future.*

The African National Congress is such a movement.”

(v) Therefore the following shall be among the traits found in the personal attributes of an ANC member who has to become a cadre: The member shall:

- have received a thorough induction on the organisation;
- received special training designed and acquired through the structures of the organisation;
- be ready to protect the constitution of the ANC and interpret its provisions and the policies in such a way that it encourages and builds unity within the movement;
- be beyond reproach at all times;
- be fair, consistent, fearless and at all times be disciplined;
- be committed to collective and organisational processes;
- be able to take criticism and learn from it;
- be the custodian and guardian of the organisation at all times wherever and whenever he/she is;
- always respond to the call of the ANC;
- be able to combat factionalism, any attack on the organisation and sectarianism at all times;
- not be driven by material or financial gains at the expense of the principles and policies of the organisation;
- display integrity, humility and commitment to serve the people;
- always put the interest of the organisation first; and
- have received advanced training from the ANC Political School.

(c) Supporter and Sympathiser of the ANC:

(i) Firstly, this individual is not a card-carrying member of the ANC. This individual either supports or sympathises with:

- all or part of the aims and objectives of the ANC, and/or
- all or part of the programmes of the ANC; and/or
- all or part of the activities undertaken by the ANC.

- (ii) Secondly, this individual might be a card-carrying member of a party and/or organisation which supports and/or sympathises with:
 - all or part of the aims and objectives of the ANC, and/or
 - all or part of the programmes of the ANC; and/or
 - all or part of the activities undertaken by the ANC.
- (iii) Thirdly, this individual might be a card-carrying member of a party and/or organisation which opposes:
 - all or part of the aims and objectives of the ANC, and/or
 - all or part of the programmes of the ANC; and/or
 - all or part of the activities undertaken by the ANC.

(d) Deployment:

- (i) The following definition should be read together with paragraph 55 to 57 and paragraph 59 of the ANC 52nd National Conference 2007 – Resolutions - see *annexure A & B below*.
- (ii) Deployment is a process defined by the ANC as the time to identify cadres and members with the required personal attributes and relevant skills who must serve in particular key centres of power and in other levels of both public and private sectors.
- (iii) Therefore deployment in the ANC shall be summarised as having only one meaning: that is identifying those individuals with the required personal attributes and the relevant academic qualifications who are prepared to serve and put the interest of the people first at all times.
- (iv) All members and cadres so deployed shall at all times owe their allegiance to the organisation and not to individual members within the organisation.
- (v) The ANC must also recognize that there are individuals of rare talent and skill amongst South African Citizens who are not members. Such individuals who subscribe to the principles and values of the South African Constitution will be considered to be deployed to specific areas of need and speciality.
- (vi) Deployment shall be carried out in the following order of preference:
 - Cadre
 - ANC member
 - Supporter/sympathizer
 - Non ANC member

(e) Key Centres of Power:

These are

- (i) The State
- (ii) The Economy
- (iii) Organisational Work
- (iv) Ideological struggle, and
- (v) International work
- (vi) Civil Society Organisations

4. COMPOSITION OF DEPLOYMENT COMMITTEES

(a) National Deployment Committee (NDC):

- (i) It shall consist of not less than nine (9) members that include the Deputy President, Deputy Secretary-General and seven (7) others.
- (ii) The seven additional members under 4 (a) (i) shall include two (2) representatives of the ANC Alliance partners that shall only act as a point of reference.

(b) Provincial Deployment Committee (PDC):

- (i) It shall consist of the Chairperson, the Secretary, and seven (7) others.
- (ii) The seven additional members under 4 (b) (i) shall include two (2) representatives of the ANC Alliance partners that shall only act as a point of reference.

5. DEPLOYMENT OF PRESIDENT OF THE COUNTRY

(a) Criterion (Qualities):

- (i) As determined by the National Elective Conference of the ANC.

(b) Rules:

- (i) 52nd National Conference Resolution 57 *"At national government level, Conference agrees that the ANC President shall be the candidate of the movement for President of the Republic."*
- (ii) Occupation of the Office of the Presidency shall be for not more than two consecutive terms;

(c) Procedures:

- (i) The procedures to be followed shall be those stipulated in the ANC Constitution and the constitution of the country.

6. DEPLOYMENT OF PREMIERS

- (a) **Criterion (Qualities):** In addition to all the qualities that characterises a cadre of the ANC under 3 (b) (v) above, this cadre shall:
- (i) display good leadership qualities: integrity, good communication capabilities, consistency, transparency, ability to bring out the best in people and be able to treat all people with dignity and respect;
 - (ii) be fully adherent to the policies, programme and the Constitution of the ANC;
 - (iii) display a comprehensive understanding of his/her leadership of the ANC, the state and society; and
 - (iv) display a comprehensive understanding of the international situation.
- (b) **Rules:**
- (i) 52nd National Conference Resolution 57 *“At provincial government level, the PEC should recommend a pool of names of not more than three cadres in order of priority who should be considered for Premiership, and the NEC will make a final decision based on the pool of names submitted by the PEC. Those members of either the PEC or NEC who are being considered for deployment should recuse themselves when decisions affecting them are made.”*
 - (ii) Occupation of the Office of the Premier shall not be for more than two consecutive terms;
- (c) **Procedures:**
- (i) The procedures to be followed shall be those stipulated in the ANC Constitution and the provincial legislation.

7. DEPLOYMENT OF MAYORS

- (a) **Criterion (Qualities):** In addition to all the qualities that characterises a cadre of the ANC under 3 (b) (v) above, this cadre shall:
- (i) display good leadership qualities: integrity, good communication capabilities, consistency, transparency, ability to bring out the best in people and be able to treat all people with dignity and respect;
 - (ii) be fully adherent to the policies, programme and the Constitution of the ANC;
 - (iii) display a comprehensive understanding of his/her leadership of the ANC, the state and society; and

- (iv) display a comprehensive understanding of the international situation.
- (b) **Rules:**
 - (i) 52nd National Conference Resolution 57 *“At local government level, the REC should make recommendations of not more than three names of cadres in order of priority who should be considered for mayorship, and the PEC will make a final decision based on the pool of names submitted by the REC. Those members of either the REC or PEC who are being considered for deployment should recuse themselves when decisions affecting them are made.”*
 - (ii) Occupation of the Mayoral Office shall not be for more than two consecutive terms.
- (c) **Procedures (implementation):**
 - (i) The procedures to be followed shall be those stipulated in the ANC Constitution and the municipal legislation.

8. DEPLOYMENT IN THE OTHER CENTRES OF POWER

- (a) **Cabinet:**
 - (i) The prerogative of the President to appoint and release members of cabinet shall be exercised after consultation at least with the officials of the organisation.
- (b) **Members of the Executive Council:**
 - (i) The prerogative of the premiers to appoint and release members of executive councils shall be exercised after consultation at least with the chairperson and/or secretary of the province and the Secretary-General of the ANC, [because of 6 (b) (i) above];
- (c) **Members of the Mayoral Committee**
 - (i) The prerogative of the mayors to appoint and release members of mayoral committees shall be exercised after consultation at least with the chairperson and/or secretary of the province, and the Secretary-General of the ANC;
- (d) **National Assembly/ Members of Parliament:**
 - (i) National lists & MPs: through the ANC internal democratic process and the constitution of the country.

- (e) **Legislatures/ Members of the Legislature:**
 - (i) Provincial lists: through the ANC internal democratic process and the provincial legislation.
- (f) **Local Governments:**
 - (i) Municipal lists: through the ANC internal democratic process and the municipal legislation.
- (g) **Parastatals (Public Owned Entities)**
 - (i) The Deployment Committees shall ensure that the best among cadres/members/supporters/non-ANC members are identified.
 - (ii) It shall be important to follow the normal recruitment procedures.
- (h) **Independent statutory commissions, agencies, boards**
 - (i) The Deployment Committees shall generate three names of the identified cadres/members/supporters/non-ANC members.
- (i) **Ambassadorial appointments and posts**
 - (i) The Deployment Committees shall generate three names of the identified cadres/members/supporters/non-ANC members.
- (j) **International organisations and institutions**

9. NON-STATE CENTRES

Influence deployment in the following areas:

- (a) **Business**
 - (i) Financial
 - (ii) Industrial
 - (iii) Agricultural
 - (iv) Small & Medium
- (b) **Social & Cultural Institutions**
 - (i) Religious bodies
 - (ii) Sports bodies
 - (iii) Cultural organisations
 - (iv) NGO

10. RECALL, REDEPLOYMENT AND WITHDRAWAL

- (a)** It should be given that those structures with the authority to deploy should also have the authority to recall, redeploy and withdraw a cadre/member from any deployment. Any such recall, redeployment and withdrawal shall be done with justifiable reasons.

ANC 52ND NATIONAL CONFERENCE 2007 RESOLUTIONS
“DEPLOYMENT OF CADRES

55. Conference affirmed that the ANC remains the key strategic centre of power, which must exercise leadership over the state and society in pursuit of the objectives of the NDR. This means that the structures and collectives of the movement must make the decisions on the direction our country should take collectively.
56. Conference thus instructs the incoming NEC to review the political management of the deployment process and ensure the implementation of the 1997 Resolution on Deployment, with a view to strengthening collective decision-making and consultation on deployment of cadres to senior positions of authority. This includes strengthening the National Deployment Committee.
57. The conference further decided on the following specific approaches with regards to deployment, as discussed at the National Policy Conference:
 - **At local government level**, the REC should make recommendations of not more than three names of cadres in order of priority who should be considered for mayorship, and the PEC will make a final decision based on the pool of names submitted by the REC. Those members of either the REC or PEC who are being considered for deployment should recuse themselves when decisions affecting them are made.
 - **At provincial government level**, the PEC should recommend a pool of names of not more than three cadres in order of priority who should be considered for Premiership, and the NEC will make a final decision based on the pool of names submitted by the PEC. Those members of either the PEC or NEC who are being considered for deployment should recuse themselves when decisions affecting them are made. The provincial leadership, especially Officials, should be afforded space to make an input on the deployment of MECs.
 - **At national government level**, Conference agrees that the ANC President shall be the candidate of the movement for President of the Republic. * The prerogative of the President, premiers and mayors to appoint and release members of cabinet, executive councils and mayoral committees should be exercised after consultation with the leadership of the organisation.
 - The incoming NEC should develop criteria for candidates to be deployed to senior positions in government, such as President, Premiers and Mayors.”

“LIST PROCESSES

59. Conference resolves that we should strengthen list guidelines and processes for public representatives to enhance democratic participation, ensure that we select and deploy the best cadres for public office and involve the broader community in our candidate selection processes. We also need to ensure that we attract people with skills and ensure the broadest possible sectoral spread in our public representative corps. The current guidelines need to be strengthened to enhance accountability mechanisms and performance of public representatives.”

ANC 52ND NATIONAL CONFERENCE 2007 RESOLUTIONS
“DEPLOYMENT OF CADRES

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 - **At provincial government level**, the PEC should recommend a pool of names of not more than three cadres in order of priority who should be considered for Premiership, and the NEC will make a final decision based on the pool of names submitted by the PEC. Those members of either the PEC or NEC who are being considered for deployment should recuse themselves when decisions affecting them are made. The provincial leadership, especially Officials, should be afforded space to make an input on the deployment of MECs.
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 - The incoming NEC should develop criteria for candidates to be deployed to senior positions in government, such as President, Premiers and Mayors.”

STATEMENT OF THE ANC NATIONAL WORKING COMMITTEE

1 December 1998

The ANC National Working Committee met on 30 November 1998 at Albert Luthuli House, 51 Plein Street Johannesburg.

The NWC discussed and adopted a document on the ANC deployment strategy. The deployment strategy will provide broad guidelines for deployment of ANC cadres to all areas which the movement regards as crucial for the transformation project. The deployment strategy will ensure that the movement deploys its cadres in accordance with their knowledge, skills, abilities and experience.

A deployment committee headed by ANC deputy president Jacob Zuma has been established and will advise the National Executive Committee on all matters of deployment.

[Other members were Nkosazana Zuma (NWC), Zola Skweyiya (NWC), Mbhazima Shilowa (head of Cosatu), Blade Nzimande (head of SACP), Thenjiwe Mthintso (ANC DSG), Max Sisulu and Mendi Msimang (ANC TG.) – PW]

The NWC received notices from Mac Maharaj, Joe Modise and Sibusiso Bhengu and Dave Darling indicating that they will not be available to serve as Member of Parliament after the 1999 election. All have indicated that they will continue to serve the ANC in their other capacities and have further indicated that they will accept other deployments. Future deployment for these comrades will be made on the advice of the ANC deployment committee.

By Secretary General - Kgalema Motlanthe

Issued by Thabo Masebe, ANC Department of Information and Publicity, 1 December 1998

CADRE POLICY AND DEPLOYMENT STRATEGY: FACING THE CHALLENGES

1. Introduction

The 50th Conference in 1997 adopted a detailed resolution on Cadre Policy, with an emphasis on a Cadre Development and Deployment Strategy. In this discussion document, we will look at:

- the key elements of our Cadre Policy;
- evaluate our deployment strategy since 1994; and
- reflect on what should guide a deployment strategy in the current phase.

2. Elements of Our Cadre Polity

The "*Commission on Cadre Policy and Ideological Work*" at the National Consultative Conference at Kabwe in June 1985 identified the following as key elements of a Cadre Policy:-

- (a) **Recruitment:** Emphasis was placed on recruitment from those sections constituting the motive forces of the NDR and ensuring that potential recruits are made to understand and accept the basic policies and programs of the ANC;
- (b) **Education and Training:** this is divided into ideological, moral, academic, military (in the context of the armed struggle) and cultural education. Political and ideological training should enable cadres to exercise political leadership and be organisers. It should include patriotism and the inculcation of 'sterling' attributes such as loyalty, discipline, dedication and determination. At Kabwe a call was made for the movement to set up its own Political School.
- (c) **Deployment and Redeployment:** this must be according to speciality, aptitude, qualification and capability. Though in principle a revolutionary must be ready to serve in any capacity, in practice the aptitudes and wishes of individuals should be taken into consideration wherever possible. Cadres should be correctly placed and promoted at the right time so that they may fully apply their talents and creativity.
- (d) **Promotion and Accountability:** The political performance of cadres, thorough knowledge of everyone's work ability and personal life should guide placement and promotions. We should guide against favouritism, opportunism, regionalism and ethnic or sex discrimination. Those in position of seniority should display keen interest in the performance of cadres under them, check on their performance, encourage them and monitor their participation in the political life of the movement. Those who perform badly at their tasks should be confronted with a view to improving their performance.
- (e) **Preservation of cadres:** The unity and cohesion of the movement and a spirit of togetherness is essential. Preservation should include considerations around working conditions, preservation of skills, health and security.

3. Learning from the post and new challenges

The implementation of our deployment strategy, in addition to the new tasks arising from the Strategic objective, will have to take in consideration the historical evolving of our cadre policy and the new issues and challenges facing our cadreship as collectives and individuals:

- (a) During the liberation struggle, ANC cadres were mainly professional activists whose entire lives centred around the struggle. All other aspects of their lives (family, personal ambitions, etc.) were subjected to the pursuit of this struggle. This was particularly true for those who were in exile; the movement was their family, employer and community. Activism inside the country tended to take on the similar dimensions. During the repression of the 70's and 80's activists inside the country were often victimised in their work situation and their family lives interrupted.

The Kabwe Consultative Conference in June 1985 had a commission on Cadre policy, where it dealt with a number of issues, some not unlike what we are facing today.

- (b) The movement during the early 80s started a process of preparing for governance with the establishment of policy departments. The Department of Manpower (DMP) was responsible for the human resource development of ANC cadres. It stepped up the programme to send cadres for academic and professional training.

As the movement grew in stature internationally, many more countries offered to train our cadres at their institutions of learning. A significant number of black students from within the country were also recruited for overseas studies through programs by the British Council and the United States Information Services.

The Kwabe Cadre Policy Commission, for example, noted that the US government had set aside \$6-9 million for scholarships for black students and resolved that the movement should appoint a full-time organiser to do work amongst these students.

- (c) The legalisation of the ANC created the possibility for the movement to rapidly increase its membership. Naturally, many patriots seized this opportunity to join the organised forces of the NDR. Inevitably, many new members were people who were not steeped in the policies and organisational culture of the ANC. The process of instilling the policies and organisational culture among these new cadres could only take place as a result of a gradual exposure to the traditions of the movement.

The great advantage the movement had was that it nevertheless had policies, a strategy and tactics, an organisational culture and programme of action which all activists could relate to, whatever their depth of understanding.

We also had a large core of experienced cadres who had been carrying out legal activities as well as underground political and military work in the country or had been in prison or exile.

- (d) The reality of our mass entry into government in 1994 has also thrown up challenges which were either not pronounced then, or were foreign to the previous epoch. For example, being a member of the ANC before 1990 meant persecution and even death.

Being a member of the ANC today is perceived as opening up possibilities of material and social advancement, either in the form of public or civil service positions or opportunities for enrichment through government economic empowerment programmes.

Under Apartheid, a limited range of career possibilities were opened to black people and women. The advent of democracy and the commitment of the new Constitution to affirmative action, opened a much larger choice of career paths to cadres -at least in theory. This does mean greater scope for the realisation of individual preferences and ambitions.

- (e) The other side of the coin is the limits which are being placed on career options in a context where the majority of our people have been deprived of quality education, experience and skills. This is compounded by civil service and private sector rules which do not recognise prior learning and experience.

This can result in competition for positions as elected public representatives within our structures where the requirements for qualifications are not same. This was compounded in the context of our high unemployment figures and the absence of a co-ordinated deployment strategy.

- (f) The advent of the democratic order also means different expectations in the context of the family lives of our individual cadres. In the past, families may have understood why our comrades could not contribute towards their financial and emotional well-being whilst in prison, exile or in hiding. Today, we are expected to be an integral part of our family rituals and gatherings -extended, nuclear or otherwise.
- (g) This has implications for our deployment strategy, because decisions about individual comrades impact on the financial contributions and demands on time of their families. For women cadres (because child-rearing is still mainly women's responsibility) it means choices about when to have children, and when they do have children, to maintain the balance between the demands of work/deployment and their family responsibilities.

4. Evaluation of our Deployment Strategy

Some components of our Cadre Policy have been implemented over the last few years. These include our political education and cadre development programme, our journal Umrabulo, the piloting of the Political School and the recently introduced compulsory induction for all newly elected PEC's and REC's.

Initial steps taken on the deployment component of our Cadre Policy are:

- locating the responsibility for the deployment and accountability of public representatives in the Office of the Secretary General;
- decisions on deployments to key positions in different centers of power by the Officials and/or the NWC;
- guidelines for the List conferences;
- provincial discussions papers on deployment; and
- the decision by the NEC in August this year on the deployment of Premiers.

However, we have often lacked a coherent strategy which links the different elements of our Cadre policy in a programmatic manner consistent with the changed requirements of the NDR, especially after the 1994 elections.

Thus Cde Nelson Mandela at the opening of the 49th Conference in December 1994 remarked that *"ours was not a planned entry into government. Except for the highest echelons, there was no planned deployment of cadres. We were disorganised, and behaved in a manner that could have endangered the revolution."*

The most common of the weaknesses of our deployment strategy during this period include:

- (a) There was an over-concentration of our best and most talented cadres into legislatures and the executives, at the expense of other sectors of social activity. This has resulted in:

- a fairly large percentage of our MP's and MPL's being redeployed to other sectors during the course of their term.
 - a weak tier of local government, with many ANC councilors being fairly inexperienced.
 - the weakening of ANC constitutional structures and its political centre, for example there was only one member of the NEC working full-time at headquarters during the last NEC term of office.
- (b) There was no comprehensive and co-ordinated plan to deploy cadres to other critical centers. This has led to a situation where individuals deploy themselves, thus undermining the collective mandate. Another consequence is that experienced cadres are sometimes displaced, de-activated or at best, under-utilised. This has contributed towards the slow pace of transformation in some critical areas.
- (c) Insufficient preparations for governance at all levels, due to the objective reality of Apartheid excluding the majority of competent and skilled black people from senior positions, as well as lack of information about what really went on in the different organs of the state under the apartheid government;
- (d) Weak mechanisms to support cadres deployed with little supervision and monitoring of their work performance and ongoing political and professional development.
- (e) Insufficient criteria in the first place for the type of competencies (politically and otherwise) we need for different positions, leading to a number of reshuffles in important areas. For example, there has been a high overturn in most provinces of MEC's for Education; and
- (f) The absence of clear guidelines for redeployment or recall, with the result that redeployment is often met with resistance and seen as demotion or punishment.

Challenges and Tasks

1. Short end long-term tasks

The Commission on Cadre Policy, Political and Ideological Work at the Kabwe Conference in 1985 noted that "...the Cadre Policy of an organisation is determined by the tasks which are short and long-term in the revolution." In the discussion document *'Is the NDR still on Track?'* (1996), we said that the first and most visible act of any revolution is the transfer of political power. This entails taking control of the state machinery and introducing new political and social relations. It will be a long process, but the motive forces should have both the capacity and the intention to begin implementing fundamental change in all areas.

One aspect of this is balanced deployment of cadres for effective intervention on all fronts, including the governmental, parliamentary and extra-parliamentary, with proper co-ordination amongst all these levels, to ensure that we act as one movement, united around a common policy and bound by a common programme of action.

The document identified six areas of power, which are echoed in the recent Strategy and Tactics document, when it elaborates the programme of the NDR and the five pillars as immediate tasks in the current phase of the NDR. These centres of power relate to the following tasks. namely

- (a) building and strengthening the ANC as a movement that organises and leads the people in the task of social transformation;
- (b) deepening democracy and the culture of human rights and mobilising the people to take an active part in changing their lives for the better;
- (c) strengthening the hold of the democratic government on state power, and transforming the state machinery to serve the cause of social change;
- (d) pursuing economic growth, development and redistribution in such a way as to improve the people's quality of life; and
- (e) working with progressive forces throughout the world to promote and defend our transformation, advance Africa's renaissance and build a new world order.

2. Centers of Power and Deployment

- 2.1** Our first responsibility in developing an approach to deployment in the present phase, is to establish what the principal tasks of the revolution are. This must then lead us to decide what forces we have (or have to prepare to deploy) to accomplish each of these tasks. In addition, we must have a clear understanding of the system of supervision and decision-direction we need to put in place, to ensure that our army of cadres discharges their responsibilities in accordance with decisions which the movement have made
- 2.2** In doing so, we should therefore look at the programme and pillars of the NDR set out in our Strategy and Tactics, and identify the strategic and deployment tasks in each center of power. The detail of this should be done with the relevant NEC subcommittees, responsible for different areas of work over the years. These strategic centers of power relate to the following areas:
- (a) Deepening democracy, human rights and governance
 - (b) Transformation of the State Machinery
 - (c) Economic Transformation
 - (d) Meeting social needs
 - (e) The content and depth of national debate - hegemony
 - (f) Mass work, the mobilisation, education and organisation of the motive forces
 - (g) International arena
 - (h) Safety and Security
- 2.3** Accordingly, we must therefore strengthen the political and administrative control and supervisory structures of the ANC at:
- (a) national headquarters of the ANC
 - (b) provincial offices of the ANC
 - (c) regional offices of the ANC
 - (d) constituency offices of the ANC
 - (e) national parliament
 - (f) provincial legislatures
 - (g) metropolitan councils
 - (h) metropolitan executive councils
 - (i) the civil service
- 2.4** We must strengthen our leadership of all parastatals and statutory bodies, in order of importance and the priorities and programme of the NDR.

2.5 Strengthening our leadership in all other sectors of social activity, including:-

- (a) the economy
- (b) education, science and technology
- (c) sports, recreation, arts and culture
- (d) mass popular organisation; and
- (e) mass communication.

Implementing our deployment strategy

1. Our Approach to deployment

Maximal or minimalist?

After engaging in the process of identifying the key strategic tasks, the institutions and the deployment issues in each center of power, we should then agree on our broad approach to deployment.

On the one hand, a maximal approach would argue that in order to push forward our transformation agenda, we need our cadreship in all key positions.

A minimalist approach would argue that all the movement should do is to concern itself with the deployment of its cadres to its party lists as public representatives (MP's, MPL's, Councilors). With this approach, deployment in other areas will depend on individual choice. Although there may be a process of consultation with the constitutional structures, this will merely be to say that "comrades have generally agreed to my taking this position because its strategic!"

Clearly both of the above positions have its dangers. Although we have a responsibility as a registered political party to contest elections and thus field candidates, we are a mass movement which should drive the process of transforming our society. To approach this with a laissez fair attitude would be tantamount to adopting a triumphalist position that we achieved all the goals of the NDR in 1994!

Winning hegemony

We should therefore in our deployment strategy find a middle road. This will include recognising that in order to change institutions you need the correct policies, a legislative and institutional framework and programmer, but also the correct people to make a difference. Our programme of prioritising key centers of power for deployment should therefore continue. However, this should not be a mechanical process of simply deploying your troops, but should go hand-in-hand with the movement having a programme of engaging with the institutions we seek to transform - hence the importance of our decision for the continual mass presence of the ANC.

What this means for individual cadres deployed to various institutions or sectors, is that they are not merely towing the party line. They are organisers who must ensure that the policies and programmes of transformation are carried out in the context of an environment where there are people who don't share our vision.

The responsibility of our cadres (e.g. those located within the state) in such circumstances is to use whatever power they have to ensure that transformation policies are accepted and implemented.

As a movement, we are committed to participatory governance and creating the space for everyone to make their submissions (for example through the parliamentary processes of public hearings) and engaging with civil society organs on key policies.

Although we can use our majority in parliament or elsewhere to drive through transformation, this does not mean that we should not - every step of the way and even when we are implementing our policies - shy away from engaging in the battle of ideas about our policies. In our participation in institutions - whether of the state or civil society - as cadres of the movement, we should have respect for the internal processes of the structures and institutions we are part of.

Hence comrades who were part of the ANC underground in the unions during the 80's argued that they must respect and are bound by the democratic processes within the unions, even if the unions took a position different from the official line of the movement. Their responsibility was to pursued and win hegemony for ANC positions within the unions, not to impose those positions.

On the other hand, cadres deployed to different sectors have a responsibility to brief the movement about key issues in their sectors and sensitise it when its policy or tactical positions with regards that sector may need re-examination, given their concrete experience of that sector.

2. Practical steps

The 50th Conference resolution instructed us to set up Deployment Committees and to develop and implement a deployment strategy for the movement at all levels. What are the immediate tasks which we need to take on towards implementing this mandate? We need to do the following:-

- (a) Elaborating the strategic tasks, institutions and deployment implications for each power center.
- (b) Setting up the Deployment Committees at all levels.
- (c) Skills audit of all our cadreship and developing a database.
- (d) Audit of all positions available in different centers, prioritise and identify areas where we lack sufficient cadres with experience and thus need to have a development programme.
- (e) Immediate priorities for the Deployment committee:
 - those who serve in elected public positions (MP's, MPL's) during this term of office and those nominated to serve in such positions through our list process; this should be done in co-ordination with the List Committees;
 - those from the broad democratic movement who are already place in managerial positions in various areas of social activity;
 - experienced and loyal cadres who might have been demobilised from active struggle for one reason or the other;
 - those falling outside of these categories, but are members, supporters and fellow nationals (who may be apolitical, but who are democratically minded and want to contribute to the country) who have required skills and experience.
- (f) Ensure at all times an ongoing link between the recruitment of members (through our branches and within the centers we are deployed), our political education and cadre development programme and our deployment strategy.

- (g) Guidelines on accountability, supervision and co-ordination for cadreship deployed to different centers.
- (h) A human resource development approach which includes the following dimensions:-
 - the mobilisation of youth and students in higher education, so that they embrace our perspective of transformation and therefore form part of the pool of qualified cadres for deployment;
 - making use of our international relations to encourage placements and further professional development of cadres in key areas of our society, contributing towards our short, medium and long-term succession plans.

RESOLUTION OF THE 50TH NATIONAL CONFERENCE (1997) ON: CADRE POLICY

Conference Notes:

- The importance for the process of transformation and the mass character of the ANC, of having an army of conscious, committed and properly deployed cadres;
- The advance made to put in place a national political education programme and the need to learn from programmes already being implemented in the ANC and the Alliance;
- The need to continually seek to expand our cadreship and membership base, with ever growing numbers of people committed to transformation and change;
- The critical role of political leadership in the transition period, and the need to deploy cadres to various organs of the state, including the public service and to other centres of power in society;

Further Noting:

- The degree of tension which may exist between senior political figures who occupy positions on the executive structures of the ANC and who also function as public servants;
- The lack of a deployment strategy over the last few years, and the resultant lack of effective utilisation of our broad cadreship.

Believing That:

- The attributes of cadres for this phase of our struggle should include discipline, humility, modesty, a commitment to serve the people, a commitment to all-round self-improvement, criticism, self-criticism, national and gender consciousness and commitment to the collective and organisational processes;
- Our Cadre Policy and Deployment Strategy should directly relate to the National Democratic tasks as set out in our Strategy and Tactics document; and
- Our Cadre Policy should actively contribute to the building of strong structures and programmes; thus recognising that a Cadre Policy can only flourish within the context of a mobilised, strong and active organisation.

Conference Resolves:

On The Development Of Our Cadres:

- A programme to raise general political consciousness in the organisation through:
 - mass campaigns,
 - compulsory induction of new members and executive committees at all levels, a programme of gender education,
 - support to the Youth League and Women's League as schools for generations of youth and women in the traditions of the movement,
 - support for the ongoing political education programme at all levels to sharpen our understanding of the issues of the day and develop common tools of analysis,

- engaging in joint programmes of cadre development with the Alliance partners, and establishment of the ANC Political School to ensure a targeted, intensive programme of further training for cadres;
- A programme to accredit participation in cadre development programmes which should assist in building the profile of our cadres and also assist when we elect leadership;
- A programme to encourage cadres at all levels towards personal and professional development, to acquire and improve skills necessary for the challenges of transformation;
- A deliberate programme of delegating work and giving responsibilities to as many cadres as possible to assist with their political and organisational development, and in the process learning through experience.

On The Deployment And Redeployment Of Our Cadres:

- Put in place a deployment strategy which focuses on the short, medium and long term challenges, identifying the key centres of power, our strategy to transform these centres and the attributes and skills we require from our cadres to do so effectively;
- The establishment of deployment committees in the NEC, PEC, REC and BEC, which in implementing the above strategy should:
 - discuss the deployment of comrades to areas of work on behalf of the movement, including the public service, parastatals, structures of the movement and the private sector;
 - such discussions of deployment of individual comrades be done with appropriate consultation with the cadre/s concerned;
 - ensure capacity building to prepare comrades for deployment and redeployment in various spheres;
 - do probity checks in all deployments and in general on appointments of staff;
 - provide support and forums for accountability for cadres so deployed;
 - refer disputes about the deployment or redeployment of cadres to the next highest structure for resolution;
- Decisions of the organisation, after appropriate consultation with individual cadres, are final and a breach of this policy shall constitute a serious offence to be considered by the appropriate structure.

ANC DEPLOYMENT SUB-COMMITTEE MEETING

Date : Friday, 11 May 2018
Venue : 10th Floor Boardroom, Luthuli House
Time : 08H30 - 10H10

Present:

David Mabuza (Chair), Jessie Duarte (Coordinator), Sdumo Dlamini (NEC), Mildred Oliphant (NEC), Sfiso Buthelezi (NEC), Susan Shabangu (NEC), Natso Khumalo (ANCVL), Skhumbuzo Mpanza (SANCO), Solly Phetoe (Cosatu), Meokgo Matuba (ANCWL).

Apologies:

Dr Nkosazana Dlamini Zuma

Minutes:

The minutes of the previous meeting held 19/03/2018 were adopted.

Inputs from Deployed Cadre in Government:

1. Department of Environmental Affairs

1.1 SANPARKS Board

A list of 48 names was made available with CV's abbreviated. The Deployment Committee agreed that [REDACTED] could appoint an interim board that should add the names of ANC cadre as per her discussion with the DP.

[REDACTED] is requested to provide full details including work experience of the people to be appointed.

1.2 CEO Isimangaliso

Comrade Edna is allowed to choose from her identified short list. She is required to send full CV particulars to the next meeting of the Deployment Committee which sits on 21 May 2018.

2. Appointment of Non-Executive Members of the Board of Directors of SEDA an agency in the DSBD

2.1 [REDACTED] expressed a view that the Deployment Committee creates a database of all ANC members who are deployed in every position in government, business, boards and also research names of those previously deployed.

2.2 Deployees nominated to SEDA Board

[REDACTED] provided a list of 10 names of which three (3) are from the previous board and their term expires in August 2018.

The Deployment Committee requested two (2) spaces on the board. The names must reflect a better geographic spread, namely Free State, Mpumalanga and North West.

3. Public Enterprises board

A general point was raised that all the boards needed to be reviewed.

3.1 Eskom urgently needs to appoint a CEO.

The Deployment Committee agreed to support [REDACTED]

3.2 The Eskom Interim board needed to be regularized and properly appointed within the existing rules of the state. [REDACTED] will check the conditions under which the interim board was established.

3.3 Transnet Board

The CEO and CFO are members of the board. The CFO has been suspended and the position is vacant and will be advertised.

The nomination to the board presented was pulled from the database of the DPE.

The Deployment Committee agreed that the Minister appoints an interim board. That he chooses six (6) people and the Deployment Committee will forward six (6) nominations to him by Friday 19 May 2018.

3.4 Denel Board

The Chair has resigned.

██████████ provided the names of 16 people of which two (2) spaces on the board are reserved for the CEO and CFO.

The Deployment Committee noted that there were three (3) vacancies and supported the nomination of ██████████ as well as forward two (2) additional named by 19 May 2018.

3.5 SAA Board

The three (3) airlines are expected to be merged.

The Deployment Committee will provide four (4) names to ██████████. The appointment of a full time CEO is in abeyance until the issue of the merge is concluded.

A labour person is required on the board. The board must comply with EEA.

Black newly qualified pilots to be employed by SAA as interns.

3.6 SAFCOL

The board is to be replaced. The requirement is for 10 Non-Executive Directors.

██████████ will provide six (6) names and the Deployment Committee will provide four (4) names.

3.7 ██████████ to provide a presentation at the next Deployment Committee.

The next meeting of the Deployment Committee is on 21 May 2018 at 8am, Luthuli House 10th Floor Boardroom.

Matters Arising:

In the meeting of 11 May 2018 the Deployment Committee agreed to forward names of people requesting for deployment to [REDACTED] for consideration in State Owned Enterprise Boards by 19 May 2018. On 18 May 2018 a list of abridged CV's and the full CV's were forwarded to Comrade Pravin Gordhan for consideration.

1. Denel Board

The Deployment Committee agreed to forward two (2) names by 19 May 2018 for consideration on the Denel Board.

The following people were appointed on the board:

1. [REDACTED] - Chairperson of the board
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]
8. [REDACTED]
9. [REDACTED]
10. [REDACTED]
11. [REDACTED]
12. [REDACTED]

2. Transnet SOC Limited

The Deployment committee and [REDACTED] agreed that he chooses six (6) people and the Deployment Committee will forward six (6) nominations to him by Friday 19 May 2018.

The Minister has appointed a new interim board, pending a full appointment, in consultation with Cabinet. The Interim board comprises of:

DEPLOYMENT COMMITTEE

10th Floor Boardroom
Luthuli House
03 AUGUST 2018 (9-12h00)

1. Welcome

The Deputy President welcomed the members to the meeting.

2. Apologies

- CdeLindiweSisulu.
- The Secretariat need to re-check the e-mail addresses and mobile numbers.

3. Minutes of the Previous Meeting

The previous minutes were adopted, with the following amendments:

- Transnet Board, CdeSifiso Buthelezi recused himself.
- All CVs were sent on Denel. CdeSimpfiweNyanda was recommended to the Board of Denel, but he may have declined due to possible conflict of interests of his companies.
- It was noted that a person may have been appointed to the Board of Sanparks.
- There was a request for CdePravinGordhan, Minister of Public Enterprises to present on the Transnet, Denel, SAA and SAFCOL.
- Follow up should also be made with Cde Edna Molewa, Minister of Environment, CdeAyandaDlodlo, Minister of Public Services on the 'state of the State'.

4. COGTA – Municipal Demarcation

The Minister presented on two matters under consideration, the Municipal Demarcation Board (MDB) and the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities (CRL Rights Commission).

The process is beginning therefore the purpose of the Minister attending was to alert the Deployment committee, so that the Committee could encourage the competent persons to apply. MDB is expected to conclude by 19 February 2019 and the CLR on 28 February 2019.

The Minister requested for the Committee to take note that in terms of the MDB, a major challenge is that the Act is instructive, and many categories were pre-determined.

The Committee were quite heartened by the initiative of the Minister to present to the Committee well in advance. The Committee was appreciative of this, and hoped that other Ministers would emulate him.

5. Science & Technology - [REDACTED]

Minister Kubayi-Ngubane presented on the National Advisory Council of Innovation, the National Space Council, and the National Research Foundation Board. The Minister apologised that her office has seemed to have sent documents only to the Deputy President and not the Deputy Secretary General.

a) National Advisory Council of Innovation

The approach has been to attract young people, especially women with an interest in the sciences. Advertisements have already been placed.

It was advised by the Committee, that three from the previous Board is retained. Further noting that [REDACTED] is firm supporter of the ANC. The view of the Committee was that attracting expertise should not be an excuse for the under-representation of women. Therefore the Committee resolved that the in the nine spaces that the Minister appoints, one of the men should be replaced by a woman.

The Committee also recommended that the Minister should try to ensure geographic spread and a balance amongst the various universities.

b) Space Agency

It was noted that there were more than 14 people, and a serious need for persons with an engineering background. There was a challenge on racial representivity, although in this matter there with 9 females as opposed to 6 males. However there had been no applications from the so-called 'Coloured' community.

c) National Research Foundation Board

The meeting noted that no-one can be appointed who holds a political office. Nevertheless, there seems to be a good team with a number of people associated with the ANC movement. There are 7 females and 6 males

6. Trade and Industry - Director-General [REDACTED]

The Committee agreed on the Re-appointment of the Deputy-Chair of the National Consumer Commission.

However, the Deployment Committee preferred not to offer opinion on the other matters raised by the department on the Export Credit and Insurance Corporation and the Non-proliferation Council. The matters have been presented as a *fait accompli* and this is not the first time this particular department has done this. The Committee therefore resolved that the matters should be discussed with the Minister of Trade Industry and the Committee. The Minister should be invited to the next meeting of the Deployment Committee.

7. Transport – Chief of Staff of the Minister of Transport

The Committee was sympathetic of the challenge facing the Minister, in that the terms of office of the many of the boards within his Ministerial envelope were coming to an end, and he was appointed just recently.

It was agreed that the members must submit their proposals, and the abridged CVs must be submitted to the Minister. Furthermore, the Committee expected the Minister to meet with the Committee on the appointments to the Board. The Committee will provide the names of 3 persons plus the one woman.

8. Request for Deployment (Abridged CVs)

This matter could not be discussed and was deferred to the next meeting.

9. Closure & Date of Next Meeting

It was agreed that the Committee would re-convene next Monday, 06 August 2018, and the Minister of Public Service and Administration, [REDACTED] the Minister of Public Enterprises, [REDACTED] the Minister of Trade and Industry, [REDACTED] and the Minister of Environment, [REDACTED] should be invited to present to the Committee.

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA

Tel: 27.11.376.1000 Website: www.anc.org.za

DEPLOYMENT COMMITTEE

10th Floor Boardroom
Luthuli House
03 AUGUST 2018 (9-12h00)

1. Welcome

The Deputy President opened and welcomed the members to the meeting.

2. Apologies

- Cde Lindiwe Sisulu.
- The Secretariat need to re-check the e-mail addresses and mobile numbers of members as some members did not receive the invites.

3. Minutes of the Previous Meeting

The previous minutes were adopted, with the following amendments:

- Transnet Board, Cde Sifiso Buthelezi recused himself.
- All CVs were sent to [REDACTED] and they did not appear on the final list.
- [REDACTED] was recommended to the Board of Denel, but did not appear on the final list.
- It was noted that a person may have been appointed to the Board of Sanparks.
- There was a request for Cde Pravin Gordhan, [REDACTED] [REDACTED] to present on the Transnet, Denel, SAA and SAFCOL.

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- Follow up should also be made with [REDACTED] Minister of Environment.
- [REDACTED] Minister of Public Services to be invited to come and present on the' Status of appointment of DG's.

4. COGTA – Municipal Demarcation Board, [REDACTED]

The Minister presented on two matters under consideration, the Municipal Demarcation Board (MDB) and the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities (CRL Rights Commission).

The process is still at the beginning therefore the purpose of the Minister attending was to alert the Deployment committee, so that the Committee could encourage the competent persons to apply. MDB is expected to conclude by 19 February 2019 and the CLR on 28 February 2019. The current CLR Board performance must be evaluated.

The Minister requested for the Committee to take note that in terms of the MDB, a major challenge is that the Act is instructive, and many categories were pre-determined.

The Committee appreciated and commended the initiative of the Minister to present to the Committee well in advance and hoped that other Ministers would emulate him.

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5. Science & Technology [REDACTED]

[REDACTED] presented on the National Advisory Council of Innovation, the National Space Council, and the National Research Foundation Board.

a) National Advisory Council of Innovation

The approach has been to attract young people, especially women with an interest in the sciences. Advertisements have already been placed.

The Minister recommended that the 3 members to be retained from the previous Board. The recommendation also include 3 developing researchers who are Doctors. It was noted that [REDACTED] is firm supporter of the ANC. The view of the Committee was that attracting expertise should not be an excuse for the under-representation of women and that there should be a balance. Therefore the Committee resolved that the in the nine spaces that the Minister appoints, one of the men should be replaced by a woman.

The Committee also recommended that the Minister should try to ensure geographic spread and a balance amongst the various universities.

b) Space Agency

Ministry expected to appoint the maximum 14 people, and needed a persons with an engineering background. The recommendation has 9 females and 6 males. However there had been no applications from the so-called 'Coloured' community.

The Committee recommended the appointment.

c) National Research Foundation Board

The meeting noted that no-one can be appointed who holds a political office. The committee was advised that one recommended member was married to a non-

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South African. It was emphasised that this committee must drive transformation. Nevertheless, there seems to be a good team with a number of people associated with the ANC movement.

The committee recommended the names for appointment.

6. Trade and Industry - Director-General [REDACTED]

The Committee agreed on the Re-appointment of the Deputy-Chair of the National Consumer Commission.

However, the Deployment Committee preferred not to offer opinion on the other matters raised by the department on the Export Credit and Insurance Corporation and the Non-proliferation Council. The matters have been presented as a *fait accompli* and this is not the first time this particular department has done this. The Committee therefore resolved that the matters should be discussed with the Minister of Trade Industry by the Committee. The Minister should be invited to the next meeting of the Deployment Committee.

7. [REDACTED]

The Committee was sympathetic of the challenge facing the Minister, in that the terms of office of the many of the boards within his Ministerial envelope were coming to an end, and he was appointed just recently.

ACSA recommendations were accepted and the 3 names left for the committee. DSG was mandated to engage the Minister on the issue of Aviation.

SANRAL recommendations were accepted with one name added by the Minister. DSG was mandated to add from the database 1 name.

The committee resolve to request the Minister to come and present on the other processes to appoint Board members.

It was agreed that the members must submit their proposals, and the abridged CVs must be submitted to the Minister.

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8. Request for Deployment (Abridged CVs)

This matter could not be discussed and was deferred to the next meeting.

9. Closure & Date of Next Meeting

It was agreed that the Committee would re-convene next Monday, 06 August 2018, and the Minister of Public Service and Administration, Cde [REDACTED], the Minister of Public Enterprises, Cde Pravin Gordhan, the Minister of Trade and Industry, Cde Rob Davies, and the Minister of Environment, Cde [REDACTED], should be invited to present to the Committee. DSG was mandated to engage with the Ministers to be invited.

MINUTES OF THE DEPLOYMENT COMMITTEE

10th Floor Boardroom
Luthuli House
26 NOVEMBER 2018 (10- h00)

1. Welcome

Welcomed all, and apologised to all that we have not sat in a while for various reasons.

2. Apologies

- Cde Nkosazana Dlamini-Zuma
- [REDACTED]
- [REDACTED]
- Cde Jeff Radebe, the Deputy Minister will come in his place.
- Minister [REDACTED]

3. Minutes of Previous Meeting

Minutes unanimously adopted without amendment.

Record people who attended the meeting as well.

4. CSIR – 10:00 – 10:30 Minister [REDACTED]

Finalising the board of CSIR, current term ends by December, and the new board will take over from January 2019. A pack has been prepared for briefing to the Deployment Committee.

Noted the emphasis on age. As well as the concentration of appointments from Gauteng. Noted the need for a board of experts and advised that some of the candidates with academic qualifications be re-looked at, especially candidates with qualifications in artificial intelligence. It was further noted that the current candidate

is actually internationally based making meeting attendance very difficult. Also advised that there is greater non-racial representivity in future boards. Cognisant that the CSIR is an industrial research agency and not general research. Moreover, though, [REDACTED] will be removed so that a white person with experience in the Oceans economy be placed. Will inform the DSG office on the change.

5. SASSA CEO
Minister Susan Shabangu

10:30 – 11:00

Operating with an acting CEO since last year. Permission had been sought from the Deployment Committee to advertise. Requesting the Committee to grant permission for the final interviews of the short list of five (5) candidates to go ahead and the subsequent appointment.

The Committee commended that she has approached the Committee on every step.

The five are solely Black African. Advised to increase the interviews to seven people so as to include more national groups. Also cautioning that the advertisement making a preference, could be illegal. Apparently the advert was corrected. The water person, was the [REDACTED] and now that department is in the red, candidate number one discouraged. Investigate why the one candidate not employed.

6. Nuclear Energy Board
Minister [REDACTED] Deputy Minister

11:00 – 11:30

Will return with the short list and not just the nominated individuals. [REDACTED] Percentage of young people. Note that [REDACTED] is a member of the CSIR board as well, but that is not incorrect.

7. IDC
Minister [REDACTED]

11:30 – 12:00

CEO position of the IDC. There is the wider issue of the IDC board at another time, not today. The IDC is the main DFI for industrial funding, as a funder and a co-funder. It doesn't receive money from the state, but it's model is based on profit and then re-invest it to produce Black industrialists, young, women and rural areas.

The short list has already been done, and the interviews have been conducted.

In the light of that the Minister was advised to cast the net wider, and provide the long list so that a short list can be jointly arrived upon.

Monday, 3 December to meet again and finalise the matter, and Thursday or Friday (29 and 30 November 2018) will expand interviewed.

8. DIRCO 12:00 – 12:30
Minister [REDACTED]

Deferred to the next meeting. Noting that she is a member of the Deployment Committee, but we acknowledge her hectic schedule. The DSG will take the presentation and it will be circulated. Need to look at the grading of the embassies. Next committee meeting will look at the grading based on DIRCO's explanations.

9. Request for Deployment (Abridged CVs) 12:30 – 13:00

Advertising the National Development Agency and [REDACTED] corporate services and Disaster Management Fund

10. Closure 13:00

Treat everyone very fairly and consistently and help both government and the organisation.

DEPLOYMENT COMMITTEE
10th Floor Boardroom
Luthuli House
03 DECEMBER 2018 (08h30-12h00)

1. Welcome
2. Apologies
 - Cde Sifiso Buthelezi
 - Cde Jessie Duarte, Deputy Secretary General
3. Minutes of Previous Meeting (26 November 2018)
4. Energy Minister [REDACTED] 9:00 – 9:30

The Deputy Minister also present, previously, the short list was requested. She explained that the advertisement was for all boards and therefore there is a list of 266 and the recommended names.

Nuclear Energy Board, requiring 8 members. The criteria used was that persons needed to understand board governance, audit skills, legal skills and technical skills for the nuclear sector, and human resource practitioners. There are persons in the later 30s, and there is a gender balance. The Chair is a long-standing member of the ANC, and all the members are from the ANC.

The recommended names are approved, but if there are changes the Ministry will inform the Committee.

The other Boards are Central Energy Fund, it's subsidiaries PETROSAS, PRASA, Strategic Fuel Fund, i-Gas, African Exploration Mining Company, NECSA subs, the NTP (medical isotopes), NERSA. Should be presented in January.

Next meeting the proposal on all the Boards will be submitted, noting that a person should not serve for more than two Boards. Also noting that a member on the holding board, may serve on a subsidiary board. There are a no former board members on the incoming board. There have been a litany of infractions, which resulted in the almost shut-down of NTP, and a host of audit queries. The list must be compared to the database for the common names.

5. Defence 9:30 – 10:00
Minister [REDACTED]

Apologise for not bringing this matter to the Deployment Committee. Unsure that an Advisory Council – Defence Force Service Commission – needed to be brought to the Deployment Committee. The DFSC advises on the service conditions of the defence force.

There are 6 vacancies, based on the long list we are appointing three. After consideration by retired generals and parliament. The current applications only had one woman application.

The Deputy President will assist in ensuring that the President is briefed on matters relating to defence. There must be constant engagement between the Deputy President and Minister.

6. DIRCO 10:00 – 10:30
Minister [REDACTED]

The Minister had to unfortunately cancel at the last moment. She has requested that her [REDACTED] attend on her behalf. However, the Committee, as previously decided to not have advisors to make representations. It is also noted that there are two deputy Ministers. Noting that this is the last meeting for the year.

When the administration changed the letters of appointment of ambassadors were not updated, and some have had to return and those who have not yet left are now unemployed because they have not been appointed as well. The SG must be alerted, and the DP must raise the matter sharply with the Minister.

7. STATSSA Advisory Council

Previously the names were not brought to the Deployment Committee or Cabinet, so that there is no suspicion of interference or the veracity of the statistical conclusions. Therefore the names will be discussed at officials' level.

We must be cautious that previously this is how the Deployment Committee was avoided, even though in this particular instance the Advisory Council did not come to Cabinet or the Deployment Committee.

8. IDC

Minister Patel

Procedures were not followed (especially since the process was outsourced), but you are dealing with a bank. Therefore let the matter be concluded by the officials.

We must be cautious that previously this is how the Deployment Committee was avoided. All Ministers must provide the Boards and the advertisements. It is important that we set out our scope.

9. Request for Deployment (Abridged CVs) 11:00 – 12:00

10. Closure 12:00

Let's work on who should be deployed to the many energy boards and the foreign deployments.

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DEPLOYMENT COMMITTEE

10th Floor Boardroom
Luthuli House
22FEBRUARY 2019 (10-13h00)

1. Welcome 11h00 – 11h05

The Deputy President welcomed and opened the meeting.

2. Apologies 11h05 – 11h10

- Cde Solly Mpaila, from the SACP, apologised for not being able to attend. They also have raised that we should meet more regularly and consistently on set dates. Also so as to discuss broader deployment issues, and not just names.
- Agreed that on Fridays, twice a month, once in a fortnight.
- Cde Bheki Ntshalintshali from COSATU has also apologised for not being able to attend
- Cde [REDACTED] will have to leave before the meeting adjourns, due to other commitments, in particular the SACP CEC

3. Minutes of Previous Meeting & Matters Arising 11h10 – 11h15

7 – letter not latter

Minutes adopted unanimously.

4. COGTA – 11h15 – 11h30

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Deputy Minister [REDACTED]

CRL Commissioners

Initially, the nominees were mainly culturalists and the religious nominees were also from the evangelical churches, not the mainstream churches or the non-Christian religious. Therefore the Minister headhunted and added names.

There were 78 names and a shortlist of 37.

Comments & Decision: The Committee will not yet endorse the shortlist. The DSG, with each member here, will headhunt a certain number and approach certain groupings etc, and compile a preferred list, and submit a list by Friday next week. It will be confined to members of the Committee who are here. The Ministers will appoint four and the Committee to the Interview Panel.

The current Chair will not remain. Cde [REDACTED] will be the Chair and the current Deputy Chair will be retained.

Municipal Demarcation Board

The panel made up of judges have made recommendations, seven males and six females, geographic FS 3, Gauteng 1, and they cover the criteria. The Chair is full-time and the other board members are part-time. The current chair has requested to be recused as a Chair and Deputy Chair. The recommendation is that [REDACTED] is the new Chair.

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The Board selects and appoints the Deputy Chair. It will have to be a woman.

Comments: Our input is limited, because the selection panel is appointed after consultation with the President. Happy that the current Chair is remaining as a member of the Committee. She was excellent as a Chair. The recommended person to Chair is highly qualified, although the ANC should support the person, similar to how [REDACTED] is supported in SALGA.

It is positive that there is a town planner also in the Board, since previously the Board has been rigid in their approach and not as rational as it should be.

It is noted that the Minister did previously inform the Committee about the pending appointment, however, the matter was not sufficiently followed up by the Committee and the sector organisations.

5. Social Development – Minister Susan Shabangu

11h30 – 11h45

Advert for DDG for Corporate Services, as reported in the previous meeting. A position which has been vacant for eight years. The vetting has been concluded and the *dpsahas* been contacted to prepare the submission to Cabinet.

Comment: The Committee supports the recommendation.

The NDA

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The NDA used to be under Treasury and over time has ended up with Social Development. It is an institution that needs to be reviewed, so that it can be a focused institution. Therefore there should be a temporary board (1 year) and not a five year board. The Act does not precludes the term being less than five years. There are 6 independent members and the rest from the department.

Comment: Only two are retained. [REDACTED] and [REDACTED] retained. 2 and 4 recommended. Retain the four and review the institution. We expect the motivation on the review from the Minister.

SASSA

The matter is being finalised.

6. Commission for Gender Equality 11h45 – 12h00

Received 90 applications, two withdrew and therefore 88 applications. Will shortlist 24, and recommend 8. Due to timeframe, must be done by 19 March 2019. Human resources on verification of qualifications and State security on vetting have not responded as yet.

The DSG's Office has provided names of candidates.

Comment: The Committee endorsed the names.

7. Portfolio Committee on Communication (SABC) 12h00 – 12h15

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There will be two engagements. One now, and when the names are finalised. Mainly, because the study group has not met. The Deployment Committee is scheduled to meet in two weeks time.

There are good candidates, based on the CVs, that have applied. The Study Group will consider the names and shortlist so as to ensure gender, skills, geographic spread, covering SABC and MDDA.

Comment: The Committee members will scrutinise the list and submit preferred applicants to be shortlisted, by Monday. They will return upon the interviews have been concluded.

For Noting:

8. Science & Technology – Minister [REDACTED]
Appointment of DDGs

9. Minerals – Minister [REDACTED]
Appointment of CFO

10. Application for Deployment

Sectors must update their lists, via the DSG's office.

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g must update and finalise the overall list.

11. Closure

12h32 meeting closed.

President: C Ramaphosa, Deputy President: D Mabuza, National Chairperson: G Mantashe, Secretary General: SE Magashule, Deputy Secretary General: J Duarte, Treasurer-General: P Mashatile

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DEPLOYMENT COMMITTEE

10th Floor Boardroom
Luthuli House
08 March 2019 (10-13h00)

1. Welcome 10h00 – 10h05

The Deputy President welcomed and opened the meeting.

2. Apologies 10h05 – 11h10

- The Communications Portfolio Committee apologised they will not make it to report.
- Nkosazana Dlamini-Zuma
- Susan Shabangu
- Meokga Matuba
- Mildred Oliphant

The Committee is dependent on the co-operation and respect for process that includes the Deployment Committee by the Ministers serving in Cabinet.

In May, after elections, we host a Workshop with all newly-appointed Ministers, and Premiers of provinces. There is a general misunderstanding of the concept of democratic centralism, as well as lack of adherence to NEC authority. And we continue with the decision of every second Friday of the month we meet, whilst we are in the election campaign, we shall meet only when necessary.

President: C Ramaphosa, Deputy President: D Mabuza, National Chairperson: G Mantashe, Secretary General: SE Magashule, Deputy Secretary General: J Duarte, Treasurer-General: P Mashatile

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3. Minutes of Previous Meeting & Matters Arising 10h10 – 11h15

Minutes adopted unanimously with the amendment on P3.

Matters arising on the Chair on the CRL, the nominee is in training to be an Ambassador, and therefore not able to be appointed. The DSG and Deputy President will discuss the alternatives for the CRL with the Minister.

Decision: Noted [REDACTED], who is also a UN Ambassador on Social Development, and a high profile person, could be the Chair. The Minister should consider a person from the Khoi and San community to also be included in the CRL.

Matters arising on the SABC Board. Initially, we had requested that Parliament appoint an interim board. But that was not possible, because there were still four members of the Board, and Parliament can only replenish the Board. The SABC Board interviews with the shortlisted candidates have been concluded. They will follow due processes and appoint the members of the Board before the elections. The Study Group has to present the names they are recommending. The new board must ensure that the debate and news mandate of the SABC is not outsourced. And it must have a person from organised labour. There should be a discussion on how the SABC Board is appointed.

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4. DSG Report

11h15 – 11h30

Members of Parliament

The ANC will be approached by a number of persons, and ipso facto the Deployment Committee.

We must identify who can be deployed into the Foreign Missions, Boards, etc after consultation with the Officials. Look at the administration and advisors to Ministers. Noting that Attaches in missions have to come from their respective departments.

We need to get a sense of their skills.

Comments & Decision:

DGs Contracts

Comments: Consult with the Officials on the DGs who's terms are coming to an end. Consult with [REDACTED] on this list. Those who are under 65, and performed well and must stay.

Vacant Missions:

Comments & Decisions: Who is acting in these 'vacant' positions.

[REDACTED] matter must also be dealt with. We need to look at where we deploy [REDACTED]. The Deployment Committee should call him.

[REDACTED] is also available for international deployment.

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Need to reconcile the work of the Committee and the provincial deployment committees. Must meet with the Provincial Deployment Committees.

The DSG and DP will take the matter to the Officials.

There should be a strongly worded message from the Deployment Committee to the officials. All deployments in that area are henceforth stopped.

5. Communication Portfolio Committee (SABC) 11h30 – 11h45

Comment: Discussed in Matters Arising

6. Public Works 11h45 – 12h00

Presentation on appointment of the CFO

The person has been acting in the position. He is young and an enthusiastic worker.

Presentation on appointment of Property Management Entity

The CEO is on the level of a DG. The post was advertised with a closing date of 14 December 2018. There were applications from about twenty-five individuals. Five persons were shortlisted. Interviews have not been conducted.

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Comment & Decision: All the shortlisted candidates are male, women must be included from the overall application list. Need to look at a strict 'Conflict of Interest' guide.

Presentation on Supply Chain

It is a post at DDG level. The post was advertised, and was shortlisted to four, two males and two females.

Comment:

7. Energy 12h00 – 12h15

Central Energy Fund

Comment: The Minister indicated that he wants to consult with the DP, before coming to the Committee.

8. Minister of Water and Sanitation [REDACTED]

Rand Water CEO

Nkomati, Bloemfontein, TransCaledonTA Boards.

Note that there is no water in Jagersfontein in the Free State, where there is a new hospital.

The Deployment Committee condones the appointments.

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Recom
mend
that the
Deploy

ment Committee persons for the Selection Panel, because it does the shortlisting and interviews.

The Minister will appoint one person, and the Premier appoints one, the Board, and the community.

There is a danger of the Deployment Committee outsourcing its duties and therefore they must come to the Committee with the proposed shortlisting, and then proceed with the interviews.

There are three boards Magalies, Sedibeng, Umgeni, and Overberg (WC). The DSG will talk to the Secretary and Chair of the Province. The Minister will talk to the Premier. The Umgeni one is quite a priority.

9. Closure

The meeting was closed.

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DEPLOYMENT COMMITTEE

10th Floor Boardroom
Luthuli House
22 March 2019

1. Welcome 10h00 – 10h05

The Deputy President welcomed and opened the meeting. And indicated that DDG from Basic education will submit to the DC on behalf of the Minister.

2. Apologies 10h05 – 11h10

- Cde Sdumo Dlamini
- Cde Susan Shabangu
- Cde Bheki Ntshalintshali

3. Minutes of Previous Meeting & Matters Arising 10h10 – 10h15

Minutes adopted unanimously.

Matters arising

4. Deputy Director-General in Basic Education

Position for DDG- teacher's education, research vacant for the last few years. Struggle to finalise it. The person recommended is a Chief Director in the relevant branch. The Deployment Committee concurs.

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No explanation on why the Deputy Minister was not here in the absence of the Minister.

Correct that no officials come to this Committee.

Worrying that senior appointments just 6 weeks before the election. Nevertheless, there shouldn't be appointments of DGs and Ministers should not be appointing DGs but retain the one's in the positions. DGs leaving cause departmental instability.

5. Defence Ministry – [REDACTED] 10h15 – 10h30

ARMSCOR Board. The Chair has resigned for health reasons. Vice Admiral [REDACTED]. The person deputising [REDACTED] has been Tuthukile Skweyiya, for the last two terms. The Deputy Chair becomes the Chair.

[REDACTED] to take up the vacant position, and becomes the new Deputy Chair, allowing him to become the Chair in the next term.

Comments & Decision: The Deployment Committee confirms that Cde Skweyiya become the Chair, and [REDACTED] is appointed as the Deputy Chair.

6. Water & Sanitation – [REDACTED] 10h30 – 10h45

Comment & Decision

7. Transport – [REDACTED] 10h45 – 11h00

Comment & Decision: Remove [REDACTED] has proven to be dogmatic. [REDACTED] on a lot of boards. [REDACTED] was a part of the previous board and has not been up to the task.

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[REDACTED] & possibly one person from the
Veterans, [REDACTED]

8. Justice & Correctional Service - [REDACTED] 11h00 – 11h15

Sitting of the Judicial Services Commission to consider the filling of vacancies in the judiciary. Names are shortlisted by a structure within the JSC, and published for comment. At the end of January these processes were concluded.

ConCourt: Two vacancies, due to retirement of [REDACTED]
and [REDACTED]

When vacancies are to be filled, there has to be three additional.
So there needs to be consideration of at least 5, in this case this is

[REDACTED] (female) recommended.

Recommends: Justices [REDACTED]

SCA: Deputy President of the SCA, recall that the [REDACTED] is
the President of the SCA and her position is now vacant.

Petse recommended.

Labour Court – the acting Deputy Judge President, who is Judge
[REDACTED] and is made permanent.

Eastern Cape Division Judge – only one candidate.

DJP for Northern Cape – Phatswane is recommended

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5

Candidates to fill out of 9.

Recommends that we have a dynamic link with NADEL.

Recommends that the current process is incestuous. It contributes very little if anything towards judicial independence. The ANC prizes and values judicial independence. The current process provides for a system that has the judiciary having too much of oower in determining the leadership of the

9. Applications for Deployment 11h15 – 11h30

10. Closure 11h30

The meeting was closed. Communicate with the Ministers who did not turn up about our concerns.

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DEPLOYMENT COMMITTEE

10th Floor Boardroom
Luthuli House
19 August 2019

1. Welcome 10h00 – 10h05

The Deputy President welcomed and opened the meeting.

2. Apologies 10h05 – 11h10

- Cde Bheki Ntshalintshali
- Cde Solly Mapaila
- Cde Susan Shabangu
- Cde Sdumo Dlamini

3. Minutes of Previous Meeting & Matters Arising 10h10 – 10h15

Will deal with it at the next meeting.

Minutes adopted unanimously.

Matters arising

4. Minister of [REDACTED]

Filling many vacancies, only PETROSA is a full board. Still will come with the NECSA group. Normally, the CEF board only is brought to the DepComm, but the Minister felt the subsidiary boards are also brought.

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In all the boards, we are dealing with proxies of interests. All of them are dysfunctional. They should be pumping money into government but they are a drain on resources.

Two unsolicited bids, which made one believe that our people are destroying value and could sell it as a song.

Unless we get governance right, we cannot get operational matters to improve.

PETROSA has not had a CEO since 2014.

CEF Group

4 out of 9 posts.

Will we still retain the 50-50 parity, and is there a possibility to appoint a woman to lead. There seems to be an emphasis on persons from the Eastern Cape, rather than other regions. And the question of youth.

██████████ is not serving in any other board, and there should be a greater appreciation of the economic issues.

On geographic spread, we should not be seen to have one region over-represented, without discounting expertise.

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Therefore the Minister will re-

look at it, so there is gender and regional balance, without sacrificing the expertise required. And write back to the DepComm on the outcome.

PETROSA

It is a desperate situation. The DepComm to talk this issue beyond the Board. It has no fixed stock. The exploration and drilling has been killed. PetroSA has to be rebuilt.

Suggesting that FransBaleni is deployed to Chair. He was in the team that raised the first

Cheeky HR specialist. A number of unions which are very disruptive.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Therefore the Minister will re-look at it, so there is gender and regional balance, without sacrificing the expertise required. And write back to the DepComm on the outcome.

DECISION: The DepComm will write to all Ministers indicating that they need to take into account gender parity, geographic spread without sacrificing expertise.

African Exploration Mining & Finance Corporation

We wanted to bring mining skills into the AEMFC. Shortlist of three.

Therefore the Minister will re-look at it, so there is gender and regional balance, without sacrificing the expertise required. And write back to the DepComm on the outcome. Of the three boards there must be one woman chair at least.

Strategic Fuel Fund

Chaired by a male, who is not being replaced.

I-Gas

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There
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Ministe
r will

re-look at it, so there is gender (noting all are women) and regional balance, without sacrificing the expertise required. And write back to the DepComm on the outcome.

Petroleum Agency of South Africa

Nominating MadalaMasuku to chair it. He is mature and well-qualified.

Agreed. Therefore the Minister will re-look at it, so there is gender and regional balance, as well as youth presence, without sacrificing the expertise required. And write back to the DepComm on the outcome.

5. Applications for Deployment

11h15 – 11h30

We will try and get [REDACTED] to attend the meeting, as well as get the names proposed by the President. We also want to propose names. We should look at DIRCO, at the proportions of who are career diplomats and political appointments, so that we do not overwhelm with political appointments.

We need to look at the list, and see who has been deployed, etc.

6. Closure

11h30

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Deployment Committee
10th Floor Boardroom
Luthuli House
14 October 2019

1. Welcome

The Deputy President welcomed and opened the meeting

2. Apologies

- Cde Nkosazana Dlamini-Zuma
- Cde Solly Mapaila (Apologies received after meeting)
- Cde Susan Shabangu

Attendees:

- Cde David Mabuza
- [REDACTED]
- Cde Sfiso Buthelezi
- Cde Mduduzi Manana (Arrived late)
- Cde Sibongile Besani
- Cde Meokgo Matuba
- [REDACTED]

3. Minutes of Previous Meeting & Matters Arising (19 August 2019)

The minutes of the meeting was adopted

4. Minister of Communications and Telecommunications

The Minister presented a board for NEMISA which is responsible for teaching and the development of e-skills and works with relevant Post School Education and Training Institutions. There are 7 vacancies which need to be filled, 15 were shortlisted and 7 recommended. The 7 recommended included 4 women, 3 men and a balance of youth, race, experience and geographic spread. A female chairperson was recommended. Further boards which are appointed to Parliament will come to the Deployment Committee within the next two weeks. The Post Bank and SETA

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have had posts already advertised and applications closed, they will be brought to the Committee soon.

The board of SAPO was also discussed. It has a 10 member board with a vacancy of 8 members, 2 of the vacancies will be appointed from the Unions, which are reappointments from the previous board. The remaining 6 will be appointed by the committee. Posts have been advertised and applications closed. Communications committee and youth league have made some recommendations. 4 of the 6 are African females, one male and one female, there is a broad geography spread, youth and race are all covered. A female chairperson has been chosen. Traditional leaders were consulted and have been represented in the board to assist with communication and mobilisation for the role out of programs.

ZEDNA is the domain name authority that deals with internet governance .za. It has been run by the industry with Afriforum having people in key positions. This SOE is strategic in the fourth industrial revolutions. There are 9 vacancies with 6 females. A geographic spread was hard to achieve because of the scarce skills which are largely based in Gauteng. A female chairperson was recommended.

5. Minister for Women, Youth and Persons with Disabilities

The minister's item was not on the agenda; however provision was made to allow the minister to brief the deployment committee on the lack of a director general in the department of women, youth and persons of with disability for the past 2 years. The minister was briefing the committee before putting out an advert for the position. The post will be advertised before the end of October, the ANC Deputy Secretary General in consultation with the Women's League and the minister must come up with a candidate, who may be outside the list provided.

6. Minister in the Presidency

The minister presented on the board for Brand SA. Brand SA has a 15 member board, 13 are required excluding one of CEO. A 23 name shortlist was provided and 13 recommended which has 7 women and 6 men, 4 of the members are below the age of 40, 2 of the members are reappointments. There was one change that was made to the recommended list, which was supported by the women's league. A female chairperson was chosen to lead the board.

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7. Minister of Transport

The minister had several boards which need boards however there are only two boards which the committee had time to go through, which were PRASA and RAF.

The PRASA board process had started before the minister was appointed; the adverts have gone out and have been closed. The current interim board has been extended twice and needs to be finalised urgently. PRASA has an 11 member board of which 3 members are to be seconded from Treasury, SALGO and Transport. The 8 members recommended include 5 females, 4 reappointments for continuity who have proven to be competent. An advert was posted looking for a CEO however could not find a suitable candidate, are now head hunting, this will be done through the office of the DSG in consultation with the Minister. The minister would like to appoint a CEO whom will put a management in place to ensure that the CEO can work with the management effectively. In all appointment letters, there should be provision for review of performance after a year where the minister has the authority to replace any board member.

The Road Accident Fund is in urgent need of a board, A 12 member board was presented with 4 females. The current board has many doctors and lawyers, however the new list has a more broad skill base. The list was however sent back to be reconsidered because of lack of women and geographic spread, the age spread is good. At least two men need to be replaced with by women. List of applications must be provided to the DSG, two women will be chosen from there.

8. General Resolutions

The office of the DSG should send all ministers the guidelines and procedures of deployment which include informing the deployment committee before any posts are advertised. All presentations should include a brief background and a summary of the respective challenges. The committee should be mindful of rotating members between boards or having a member on too many boards.

The reminder of the boards which could not be presented will be presented at the next deployment committee.

9. Closure

President: C Ramaphosa Deputy President: D.D. Maluza National Chairperson: G Mantashe Secretary General: E.S. Magashule
Deputy Secretary General: J Duarte, Treasurer-General: P. Mashatle

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The
meetin
g was
closed. Communicate with the Ministers who did not turn up about
our concerns.

President: C Ramaphosa, **Deputy President:** D Mabuza, **National Chairperson:** G Mantsha, **Secretary General:** SE Magashole, **Deputy Secretary General:** J Duanne, **Treasurer-General:** P Mashalile

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DEPLOYMENT COMMITTEE

SPARTAN HALL, MIDDLE ROOM

ST GEORGE HOTEL

20 JANUARY 2020

1. Opening and Welcoming

The Deputy President welcomed everyone to the meeting

Apologies

- Cde Lindiwe Sisulu

No confirmation from Cde Mike Soko and Cde Sdumo Dlamini

Attendance

- Cde David Mabuza
- Cde Yasmin Duarte
- Cde Sfiso Buthelezi
- Cde Susan Shabangu
- Cde Mildred Oliphant
- Cde Meokgo Matuba
- Cde Mcduduzi Manana
- Cde Sbongile Besani
- Cde Solly Mapaila
- Cde Natso Khumalo
- Cde Bheki Ntshalintshali
- Cde Nkosazana Dlamini-Zuma

2. Minutes from Previous Meeting (12 November 2019)

To be looked at in the next meeting

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3. Department of Environment Forestry and Fisheries

Minister of Environment Forestry and Fisheries came to present on the filling of vacancies in 3 boards namely: SANParks (South African National Parks), SANBI (South African National Biodiversity Institute) and Isimangaliso Board.

The Minister was commended in the process that she has engaged the ANC in KZN for Isimangaliso board and for the inclusion of white candidates in her proposals. The Committee resolved to accept the 3 proposals.

4. Department of Public Service and Administration

The Minister came to present the filling of the vacancy of the DG and the Principal for the National School of Governance. The Minister extended his apology for not complying with the process on the Deployment till now. The Minister indicated that for the DG position, they have shortlisted 4 candidates and all 4 meet the requirements.

The first candidate for DG position is a woman who has Master's degree as one of her qualification and she is currently Head of Department. The second candidate is also a female with relevant experience and she is currently a DDG. 3rd candidate has relevant experience and is currently a DDG. The fourth candidate has relevant experience and is currently a DDG.

The Committee resolved to accept the first woman candidate to be a DG as there is a shortage of woman DG's within the Public Sector.

National School of Governance:

The post of the principal has been vacant since November 2019, shortlisting have been done and the interviews have been scheduled for the 21 January 2020. Five candidates with good profiles have been shortlisted. There were two women and the other one fell off during further assessments.

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The committee resolved that the Minister can proceed to interview the candidates.

5. Department of Public Enterprises

The Committee raised serious concerns that the Minister always present fate accomplished matters, the matter of CEO that the Minister wanted to present on is already in the media.

The Minister was reminded that he must always follow the processes of Deployment before there are any adverts.

The Committee made it known to the Minister that he must follow the correct procedure of informing the Committee before any appointments of such are made.

6. Department of Mineral & Energy

The Minister presented that members of the NECSA board resigned one after the other and only 3 members remained. An advert was issued for the filling of vacancies with the intention that the 3 remaining board members will be maintained. The 3 remaining have subsequently resigned this week.

There is a proposal that the 3 boards be measured into one board of NBCSA but the Minister is still looking at the legal processes. Currently the Chairpersons of the other boards have been included in the proposed list of the new board.

The Committee noted that one candidate has been proposed on the other boards and she is currently serving in many boards and thus her name should be removed.

The Committee resolved to accept the Ministers proposals and that the Minister must further engage with the DSG

7. Defence

The Minister presented on the filling of vacancy of CEO Armscor, she was reminded that she has not complied with the process of the Deployment and that she has been reminded for the second time. An advert was issued and 87 applicant responded and shortlisting was done and only 15 remained. The competency assessment process reviewed that only 2 candidates can be considered. The board proposed the name of the current Acting CEO to be considered which is what the Minister came to present.

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The Committee allowed the Minister to go ahead with the process but was also reminded that in future she must work with the office of the DSG.

8. Communication

The DSG presented On ICASA board that the Minister had informed that there will be advert for ICASA boards, 75 applicants applied, 75 names were discussed by ANC Communications Sub-Committee, and the Minister is supposed to be present and defend the shortlist. Interviews are to take place on 5th of February 2020.

The Committee accepted the process so far, and agreed to meet with the Minister before they start the interviews. The Committee agreed not to proceed without the views of the Minister. Chairperson proposed that this matter be put aside until the next meeting. The committee raised the issue that the list is not clear, on the qualifications or disability. The DSG to speak to the Chairperson of the Communication Sub -Committee to postpone the shortlisting.

9. Conclusion

The office of the DSG was requested to write a reminder to all the minister on the process of the Deployment.

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Deployment Committee Minutes 10th Floor Boardroom Luthuli House 23 March 2020

1. Welcome

The Deputy President welcomed and opened the meeting

2. Apologies

- Cde 'Mduduzi Manana
- Cde Sfiso Buthelezi
- Cde Mildred Oliphant
- Cde Bheki Ntshalintshali
- Cde Solly Mapaila
- Cde Meokgo Matuba

Attendees:

- Cde David Mabuza
- Cde Yasmin Duarte
- Cde Lindiwe Sisulu
- Cde Nkosazana Dlamini-Zuma
- Cde Sidumo Dlamini
- Cde Natso Khumalo
- Cde Susan Shabangu

3. Minutes of Previous Meeting

The minutes of the previous meeting were adopted

4. Matters Arising

The matters arising are on the last page as requested by meeting.

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5. Department of Minerals & Energy [REDACTED]

There were 9 items on the agenda under Minerals and Energy. Time constraints due to Cde [REDACTED] being summoned by the President resulted in only one board being presented.

Central Energy Fund (CEF) required a CEO to be appointed. There are multiple subsidiaries under CEF which require boards to be appointed, this will however be done by the board of CEF.

A list of three candidates were presented in order of preference, the committee decided to maintain the order of as recommended by the process despite the recommendation of the national chair

6. Department of Communications and Telecommunications – [REDACTED]

The Postbank Board was presented to the committee. The post as signaled in [REDACTED] previous presentation to the committee had already been advertised. The term of the board expires in April. A list of 11 candidates were presented for 7 to be selected by SARB, the balance would be on standby if there are any resignations. The committee decided that 12 should be presented and adjusted the shortlist to ensure gender balance with 7 women of the 12.

7. Minister of Transport

The minister was due to present three boards, however was unable to make it due to the Corona Virus issues. The item will be deferred to the next meeting.

8. Matters Arising

Please find these on the next page.

9. Closure

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Matters Arising

1. Follow-up from [REDACTED]

The minister was tasked with ensuring that the last board that was presented that no person must serve more than 3 boards. The Minister explained that the person was informed that they were appointed before he could make the changes. Due to an oversight on the last presentation the chairperson was meant to be an additional person whom the board included in the numbers, so minister appointed her.

2. The Director [REDACTED]

The long list has been concluded and interviews were to be conducted. A list of the applicants was to be emailed to all members of the committee.

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Deployment Committee Meeting
Zoom Video Conference Call
13 April 2020 08:00

1. Welcome

The Deputy President opened the meeting and welcomed the comrades.

2. Attendance

- Cde David Mabuza
- Cde Jessie Duarte
- Cde Nkosazana Dlamini Zuma
- Cde Lindiwe Sisulu
- Cde Sfiso Buthelezi
- Cde Susan Shabangu
- Cde Solly Mapaila
- Cde Mduduzi Manana
- Cde Mookgo Matuba
- Cde Sibongile Besani

3. Apologies

- Cde Natso Khumalo
- Cde Sidumo Dlamini

4. Department of Cooperative Governance and Traditional Affairs - Director General

There were 105 applications of which after screening and interviews they came to a short list of 4. The 4 consisted of 3 women and 1 man. The man was an internal application. Each candidate was made to make a presentation on how to transform the department. From the presentations and questions, one stood out, the women. She has good corporate and public experience, another factor was that most of the senior positions in the department are African males, this should bring diversity. The department has been without a DG for a while. The committee was happy with the candidate and process.

5. Closure

President: C Ramaphosa Deputy President: D.D. Mabuza National Chairperson: G Mantashe Secretary General: E.S. Magashule
Deputy Secretary General: J Duarte, Treasurer-General: P. Mashatile

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DEPLOYMENT COMMITTEE MINUTES

Zoom Conference Call

25 May 2020, 08H00

1. Opening & Welcome

2. Apologies

3. Department of Treasury – [REDACTED]

- CEO of PIC
- South African Risk Insurance Association (SASRIA)

The presentation was noted, process had not been followed however the candidates recommended were diverse, skilled and experienced. The committee on those grounds allowed the two items to process.

4. Closure

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Deployment Committee
10th Floor Boardroom
Zoom Video Conference
11 May 2020

1. Welcome

The Deputy President welcomed and opened the meeting

2. Apologies

- Cde Natso Khumalo
- Cde Meokgo Matuba

Attendees:

- Cde David Mabuza
- Cde Yasmin Duarte
- Cde Lindiwe Sisulu
- Cde Nkosazana Dlamini-Zuma
- Cde Natso Khumalo
- Cde Susan Shabangu
- Cde Sifiso Buthelezi
- Cde Mildred Oliphant
- Cde Bheki Ntshalintshali
- Cde Solly Mapaila
- Cde Sibongile Besani

3. Department of Water & Sanitation - Cde Lindiwe Sisulu

Cde Lindiwe Sisulu indicated that several water boards had their terms extended due to Covid-19. Three water boards, namely Lepelle Northern Water Board, Magalies Water Board and Sedibeng Water Board which the documentation was not ready, required that an interim board be appointed. The Office of the DSG was tasked with sending names for consideration for these boards.

4. Department of Transport - [REDACTED]

a) Railway Safety Regulator

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There were 182 applications received for the board positions. From the applications [REDACTED] came with a recommendation of 9 Cdes, of which 4 were male and 5 female. Among the males, one was white and another coloured. The list presented to the Deployment Committee covered all stakeholders which the minister is required to cover.

b) Road Traffic Infringement Agency

The post had 50 Applicants which the minister appoints 5, then one must come from the NPA. The 5 presented included 3 male and 2 female, one male was Indian and all other candidates were African. The list was approved as is.

Cde Mbalula indicated that there would be a number of posts that will be sent out soon, he will inform the committee.

5. Minister of Communications - [REDACTED]

a) GCIS – Director General

Cde Jackson Mthembu presented the 27 applicants for the position. From the 27 6 were shortlisted, 2 were female and 4 were men. All were African with the exception of 1 male who was Indian. The preferred candidate was a female, which the deployment committee agreed on.

b) ICASA

The process started with 75 applicants for the position. After going through the parliamentary process, 10 names were presented of which only 3 were females. 9 of the applicants were approved by the parliament process and one name came after, which Cde Jackson was unable to speak to. The board at the time still had three females sitting, two African and one coloured. The meeting concluded that the process will go back and be finalized with the communications subcommittee chairperson and the Communications portfolio chairperson.

6. Matters Arising

Please find these on the next page.

7. Closure

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Matters Arising

1. Meeting Resolutions

- i) The Deployment Committee is not obligated to deploy any person after their term has come to an end.
- ii) Members of the deployment Committee should be given documents ahead of time to allow them to process.
- iii) The database of comrades for deployment should be circulated.
- iv) [REDACTED] should make a presentation in the next meeting.
- v) An alternative platform to host meetings should be found because of the security concerns raised with Zoom.

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Deployment Committee Meeting
Zoom Video Conference Call
26 June 2020 10:00

1. Welcome

The Deputy President opened the meeting and welcomed the comrades.

2. Attendance

- Cde David Mabuza
- Cde Lindiwe Sisulu
- Cde Sifiso Buthelezi
- Cde Mduduzi Manana
- Cde Meokgo Matuba
- Cde Sibongile Besani
- Cde Mildred Oliphant
- Cde Natso Khumalo

3. Apologies

- Cde Jessie Duarte
- Cde Sidumo Dlamini
- Cde Nkosaza Dlamini-Zuma
- Cde Susan Shabangu
- Cde Solly Mapaila
- Cde Bheki Ntshalintshali

4. President on Special SOE Council

The President was called to make a presentation based on the previous resolution of the Deployment Committee. The President started by apologising for the appointment of the SOE Council without the involvement of the Deployment Committee, explained that it was an omission due to the pressure. A breakdown of the members of the council was given and the process which was used to get to the members. The involvement of labour federations was requested by the President.

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5. Discussion

The members of the council are male dominated, the absence of women was an issue raised. There is a vacancy on the council which should be filled in consultation with the Deputy President and Deputy Secretary General.

The committee members took advantage of the Presidents presence to raise the following challenges faced by the deployment committee;

- Deployment Committee used to rubber stamp appointments, lack of compliance by members
- Appointments brought to the Deployment Committee but another name presented to cabinet. This however will be looked into by the Deputy President
- Cde Naledi Pandor to work more closely with the Deployment Committee, she will present to the next Deployment Committee.

6. Department of Women, Children and Persons with Disabilities – Director General

The Minister made a presentation on the process that was followed to reach the recommended candidate. The Deployment Committee Procedures were followed and the Deployment Committee agreed with the recommended candidate.

7. Closure

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DEPLOYMENT COMMITTEE MINUTES

ZOOM VIDEO CONFERENCE CALL

14 August 2020 10:00

1. Welcome

2. Apologies

3. Department of Home Affairs – [REDACTED]

a) Appointment of Director General

The presentation on the item was welcomed and supported as processes had been followed and candidate met all the required criteria.

4. Department of Communication & Digital Technologies – [REDACTED]

[REDACTED]

a) Adverts

Director General

b) CEO Positions

Appointment of NEMISA CEO

South African Post Office CEO

c) Boards

South African Post Office 4 Vacancies

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The advert for the Director General of the department was presented and members were requested to encourage skilled comrades to apply.

The remaining items did not follow processes as the presenter was unaware of the process. The presentations were supported as the candidates had a balance of gender, skills, youth and geographic spread.

5. Closure

President: C Ramaphosa, Deputy President: D Mabuza, National Chairperson: G Mantsha, Secretary General: SE Magashule, Deputy Secretary General: J Duarte, Treasurer-General: P Mashatile

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DEPLOYMENT COMMITTEE MINUTES

ZOOM VIDEO CONFERENCE CALL

24 August 2020 08:00

1. Welcome

2. Apologies

3. Department of Environment Forestry & Fisheries – [REDACTED]

a) Director General

The committee welcomed and supported the presentation and preferred candidate as the candidate was skilled and had experience within the department at a provincial level.

4. Department Of Small Business Development – [REDACTED]

a) Executive Positions

Appointment of Small Enterprise Development Agency (SEDA) Chairperson

Appointment of Small Enterprise Finance Agency (SEFA) CEO

The presentations were welcomed and supported by the committee as the candidates were skilled and met the respective requirements.

5. Department of Treasury – [REDACTED]

a) Board

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Appointment of Development Bank of South Africa board

The committee welcomed the presentation however was not happy with the failure to follow the processes. The committee recommended that further consultations be made before proceeding with the item.

6. Closure

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DEPLOYMENT COMMITTEE MINUTES

ZOOM VIDEO CONFERENCE CALL

21 September 2020 08:00

1. Welcome
2. Apologies
3. Department of Water and Sanitation – [REDACTED]

a) Amatole Water Board

The presentation of an interim board was supported by the deployment committee and the process to appoint a permanent board was to be initiated to provide stability.

4. Department Of Defence and Military Veterans – [REDACTED]

a) Director General of Military Veterans

b) Armscor Board

The shortlisted candidates for the Director General position were supported by the committee in the order of preference presented as process was followed.

The presentation for the Armscor Board was welcomed; more skills in finance, an engineer and a labour representative were suggested. The presentation was supported with the recommendation that the suggested skills be included.

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SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61844 Marshallown 2107 RSA

Tel: 27.11.376.6000 Website: www.anc.org.za

5. [REDACTED]

a) **Appointment of Board for Onderspoort Biological Products (SOC) Limited**

The presentation on the board was welcomed, the process was followed and the presentation was supported as it covered the gender, youth and skills.

6. **Deployment Committee Outstanding Matters Report**

The National Youth Development Agency was discussed and the committee was not happy with the process that was followed. A presentation on the matter was requested in the next meeting to resolve the challenges in the process.

7. **Closure**

Deputy President: D Mabuza, National Chairperson: G Manjasha, Secretary General: SE Magashule, Deputy Secretary General: P Mashatile

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DEPLOYMENT COMMITTEE MINUTES

ZOOM VIDEO CONFERENCE CALL

9 October 2020 08:00

1. Welcome

2. Apologies

3. Department Transport – [REDACTED]

a) PRASA Board

The presentation was welcomed and supported as it included youth, experience, skills and gender balance. There was a request for labour representation on future transport boards.

4. Department Of Transport – [REDACTED]

a) Director General of Justice and Constitutional Development

The presentation was welcomed by the Deployment Committee, the two candidates presented were recommended as the process was yet to be finalised and the committee.

5. Closure

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DEPLOYMENT COMMITTEE MINUTES

ZOOM VIDEO CONFERENCE CALL

9 November 2020 08:00

1. Welcome
2. Apologies
3. Department of Trade, Industry and Competition – [REDACTED]
 - a. National Lotteries Commission Chairperson
 - b. National Lotteries Commission Non-Executive Position

There was a presentation made which was supported for both the board and chairperson.

4. Department of Communication & Digital Technologies – [REDACTED]
[REDACTED]
 - a. Director General
 - b. South African Post Office CEO

The recommendations of the presentation were supported for both positions

5. Department of Mineral & Energy Resources – [REDACTED]
 - a. Chairperson of Central Energy Fund
 - b. CEO of National Energy Regulator SA

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The presentation was a second attempt after the first was interrupted due to the National Chairperson being called into a meeting by the President. The recommendation of the recruitment process was favoured over the preference of the Minister for the Central Energy Fund. The National Energy Regulation recommendation which was in line with recruitment process recommendation was supported.

6. Closure

President: C Ramaphosa, Deputy President: D Mabuza, National Chairperson: G Mantashe, Secretary General: SE Magashule, Deputy Secretary General: J Quarte, Treasurer-General: P Mashalile

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Tel: 27,11,376,1000 Website: www.anc.org.za

DEPLOYMENT COMMITTEE

ZOOM VIDEO CONFERENCE CALL

30 November 2020 08:00

1. Welcome
2. Apologies
3. Department of Public Enterprise – [REDACTED]
 - a. Eskom Board
 - b. South African Airways Board

A presentation was made for an interim structure that would provide stability to both institutions. Processes were not followed; however the deployment committee would be consulted on the appointment of both boards.

4. Department of Transport – [REDACTED]
 - a. Cross-Border Road Transport Agency

The presentation was not accepted by the deployment committee. There were issues raised with regard to processes being followed and the candidates and the make-up of the board. The item was sent back to be refined.

5. Closure

LIST OF DECISIONS OF THE NATIONAL DEPLOYMENT COMMITTEE

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
January 2021	Board of Amatole Water Board of Cross Border Road Agency CEO SA Weather Services	WhatsApp Group message
November 2020	ESKOM Board SAA Board Board of Cross-Border Road Agency	Minutes, 30 November 2020
November 2020	Chairperson, National Lottery Commission and Non-executive position Director General, Communications CEO, SA Post Office Chairperson, Central Energy Fund CEO, National Energy Regulator SA	Minutes, 9 November 2020
November 2020	CEO of Weather Services CEO SA National Biodiversity Institute	WhatsApp Group message
October 2020	Board of PRASA DG, Constitutional Development	Minutes, 9 October 2020
October 2020	Council of the Film and Publication Board	Advert
October 2020	PRASA Board	WhatsApp Group message
September 2020	Board of Amatole Water Director General, Military Veterans, DoD Board of Armscor Board of Onderspoort Biological Products Ltd NYDA	Minutes, 21 September 2020
August 2020	Director General, Department Communications and Digital Technologies	Advert
August 2020	DG, Environmental affairs, Forestry and Fisheries Chairperson, Small Enterprise Development Agency (SEDA) CEO, Small Enterprise Finance Agency (SEFA) Board of DBSA	24 August 2020
August 2020	Director General of Home Affairs Director General, Communications CEO, NEMISA	Minutes, 14 August 2020

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
	CEO, SA Post Office Board of SA Post Office	
August 2020	Auditor General Information Regulator	WhatsApp Group messages Adverts
July 2020	Board of the Media Diversity Agency, list of nominated/shortlisted names	WhatsApp Group Message
July 2020	Board of National Youth Development Agency	WhatsApp Group Message
July 2020	Director General, Department of Justice and Constitutional Development	Advert
June 2020	CEO Council DG for Dept W, Youth, Children, Persons with Disability	Minutes, 26 June 2020
15 June 2020		No Minutes, Attendance register
May 2020	CEO of Public Investment Corporation Board of SASRIA	Minutes, 25 May 2020
May 2020	Board of Media Development & Diversity Agency	WhatsApp Group message T Masilela
May 2020	Interim Boards of Lepelle Northern, Magalies and Sedibeng Water Board of Railway Safety Regulator Board of Road Traffic Infringement Agency Director General, GCIS Board of ICASA	Minutes, 11 May 2020
April 2020	DG of COGTA	Minutes, 13 April 2020
March 2020	CEO of Central Energy Fund Board of the PostBank Follow-up on people serving on more than 3 public boards DG of COGTA	Minutes, 23 March 2020
January 2020	Board of SANPARKS Board of SANBI Board of Isimangaliso	Minutes, 20 January 2020

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
	Director General, National School of Governance Public enterprises Board of NECSA CEO of ARMSCOR ICASA Board	
October 2019	Board of NEMISA Board of SA Post Office Board of ZEDNA Domain Name Authority DG Department Women, Youth, Persons with Disability Board of BrandSA Boards of PRASA and Road Accident Fund Letter to be send to all Ministers advising on Guidelines and Procedure for Deployment	Minutes, 14 October 2019
August 2019	NECSA, CEF Boards PETROSA CEO Strategic Fuel Fund Write to Ministers to ensure that gender equity and geographic spread considered, without sacrificing experience. African Exploration Mining & Finance Corporation Requests for deployment	Minutes, 19 August 2019
March 2019	DDG for Teacher's Education and Research, DBE Board of ARMSCOR Judiciary, Supreme Court of Appeal and Constitutional Court judges Requests for deployment	Minutes, 22 March 2019
March 2019	Board Cultural, Linguistic and Religious Commission SABC Board DG Contracts Heads of Mission, DIRCO CFO and Supply Chain DDG in Public Works CEO of Property Management Entity Central Energy Fund CEO of Rand Water Boards of Nkomati, Bloemfontein, TransCaledon, Umgeni, Overberg, Magaliesberg Water	Minutes, 8 March 2019

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
February 2019	Cultural, Linguistic and Religious Commission Municipal Demarcation Board DDG for Corporate Services, Social Development Board of National Development Agency SASSA CEO Commission for Gender Equality SABC Board For noting: appointments of DDGs in Science and Technology department and CFO in Minerals and Energy	Minutes, 22 February 2019
December 2018	Central Energy Fund Reference to boards of Subsidiaries including PetroSAS, PRASA, Strategic Fuel Fund, i-Gas, African Exploration Mining Company, NERSA, NTP Defense Force Service Commission Statistics SA Advisory Council Board of Industrial Development Council Requests for Deployments	Minutes, 3 December 2018
November 2018	Board of CSIR CEO of SASSA Board of Nuclear Energy Board of the Industrial Development Corporation Board of National Development Agency Disaster Management Fund	Minutes, 26 November 2018
October 2018	Transnet Board Board of Denel Board of SANPARKS Municipal Demarcation Board CRL Commission Board of National Advisory Council of Innovation Board of National Space Council, Board of National Research Foundation Board. DG, Trade and Industry Board of ACSA	Minutes, 1 October 2018
August 2018	Municipal Demarcation Board Board of the National Advisory Council on Innovation Board of the National Space Agency Board of the National Research Foundation Director General of Trade and Industry Board of ACSA	Minutes, 3 August 2018

DATE	POSITIONS CONSIDERED	SOURCE DOCUMENTS
	Board of SANRAL	
May 2018	Board of SANPARK CEO Isimangaliso SEDA Board Public Enterprises Boards review: ESKOM, Transnet, Denel, SAA, SAFCOL	Minutes, 11 May 2018
1 January 2013 – May 2018.	Unable to find Minutes, documentation and social media related to work of the National Deployment Committee	

1. The first step in the process of the...
2. The second step is to...
3. The third step is to...

Learning Objectives

By the end of this session, you will be able to:
- Identify the key components of the...
- Explain the importance of...
- Apply the concepts of...
- Analyze the impact of...
- Evaluate the effectiveness of...

For more information, please contact...

For further details, visit our website...

For a complete list of resources, see the...
For a detailed overview, refer to the...
For a comprehensive guide, consult the...

For a full list of references, see the...
For a complete list of authors, see the...
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Page 1 of 1
11/18/2023 10:10 AM

Application Data
Name: [REDACTED]
Address: [REDACTED]
City: [REDACTED]
State: [REDACTED]
Zip: [REDACTED]

Application Summary
Application Number: [REDACTED]
Status: [REDACTED]
Date Received: [REDACTED]
Date of Decision: [REDACTED]
Amount: [REDACTED]

Application History
[REDACTED]

10:00 AM
10:00 AM
10:00 AM

Agree you are all well and safe.
The car is being serviced in the AM.
The car is being serviced in the AM.
The car is being serviced in the AM.
The car is being serviced in the AM.

Thank you for your message.
I will be back in the office on Monday.
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Thank you for your message.
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I will be back in the office on Monday.

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The following information is being furnished to you for your information only. It is not intended to constitute an offer of insurance or any other financial product. Please consult your insurance agent for more information.

1. The information is based on the best available information at the time of preparation. It is subject to change without notice.

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Government of the State of
California, The Job Security Fund
is a 100% state enterprise
operated by the State
Unemployment Insurance Board
under the provisions of the
California Labor Code and
the California Constitution.
The Board is composed of
representatives of the
State, the Labor Union, and
the Employer community.

The Board is authorized to
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AMC AEC Database
About Incoming Calls...

You are being called by the AMC
AEC Database Client...

DATE: 21 March 2020
TIME: 14:00
IP: 10.10.10.10

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Subject: [Redacted]

Company: [Redacted]

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AMC NBC Examples

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Monday, October 1, 2012

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Monday, October 1, 2012

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Thank you for your inquiry. We are currently looking for experienced software developers with a minimum of 5 years experience.

Job Title: Senior Software Developer
Location: San Francisco, CA
Salary: \$120,000 - \$150,000
Experience: 5+ years

We will send you an email with the details of the position and how to apply. If you have any questions, please contact us at 444-555-1234.

any loss, whether it be direct, indirect or consequential, arising from this e-mail, nor for any consequence of its use or storage.



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Documents

----- Forwarded message -----

From:

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Date: Sat, 19 Sep 2020, 14:18

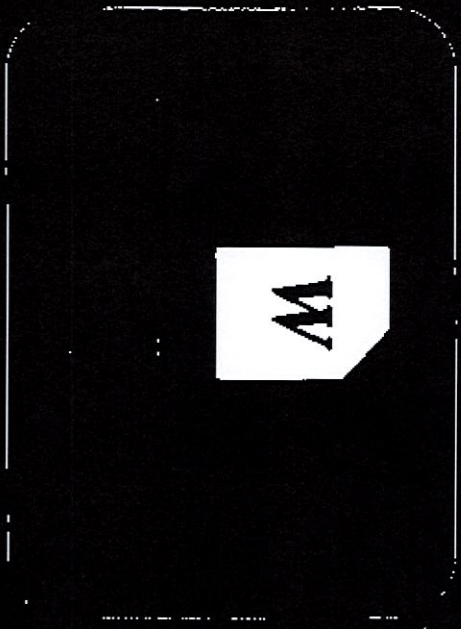
Subject: FW: Amatola Water Documents

To:

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**Appointments 21.09.2020.
(Profile Summary).doc**

Sent from my iPhone



Executive Personal Assistant: Ministry of Defence

Cell:

Begin forwarded message:

It's the same list as Prasa. The
same people should have applied.
It was communicated to

So it's these ones:-

pdf

CBRTA Board
Recommendation.pdf

Morning

Can we have the long list

Eish. I'll need to get that from

Mancotywa is part of the
Deployment Database

Great. But he wasn't in the list you

Yes

**SMU freezes bank accounts linked to Ousting Health Department Covid-19
tender scandal**

Aug 21, 2020

Johnsberg - The Special Investigating Unit (SIU) said on Friday it had obtained an
injunction court order freezing the bank accounts of 40 companies involved in suspect tenders to
supply personal protective equipment to the Gauteng Department of Health during the Covid-
19 pandemic, including [REDACTED]

pdf

pdf

Dear

As discussed, please find attached the memo on NLC Chair and Board selection process and annex of nominations received for each position.

We have included detail of the shortlisted individuals in the actual memo itself.

Kind regards,

--

Email (W):

Mobile / Whatsapp (H): +27-

Mobile / Whatsapp (W): +27-

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National Lotteries Nominations

Well received, thank you

Sent from my iPhone

Evening Cde

Please find the attached documents, which are all **CONFIDENTIAL**.

If there are any names you would like to suggest or make any comments please do send an email to [REDACTED] Thank you

Kind regards

[REDACTED]
[REDACTED]
Office of the DSG

Sent from Mail for Windows 10

<9. Database V1 SB.pdf>

Evening Cde

Please find the attached documents, which are all **CONFIDENTIAL**.

If there are any names you would like to suggest or make any comments please do send an email to [REDACTED] Thank you

Kind regards

[REDACTED]
[REDACTED]

Office of the DSG

Sent from Mail for Windows 10

<9. Database V1 SB.pdf>

Documents - S Buthelezi

Thank you 


Sent from my iPhone

On 25 Mar 2020, at 18:38, Thapelo Masilela

 wrote:

Evening Cde

Please find the attached documents, which are all **CONFIDENTIAL**.

If there are any names you would like to suggest or make any comments please do send an email to  Thank

Ok, so it's not to late for these comrades to be considered

11:32 ✓✓

If they didn't submit the applications as prescribed in the advert then they cannot be considered.

11:33

Yes, true. 11:33 ✓✓

I take it all the names we received including the ones on 20 May are from the DSG?

11:40

Dear DSG

As discussed please find attached hereto the advert of the post of Director General in the Department of Justice for the deployment committee to take note and encourage those who qualify to apply.

THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

POST: DIRECTOR GENERAL: DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

REFERENCE: ZONEZ/08

CENTRE: NATIONAL OFFICE PRETORIA

**SALARY: R1 878 533 – R3 228 820 per annum (All inclusive).
The successful candidate will be required to sign a performance agreement.**

REQUIREMENTS:

- An undergraduate legal qualification (NQF 7) and a post-graduate legal qualification, NQF 8.
- 6-10 years' experience of senior managerial and leadership level, of which 3 years must be with any organ of state as defined by the Constitution.
- Admission as a Legal Practitioner (Attorney or Advocate) will be an added advantage.
- Sound knowledge and understanding of the South African Constitutional and legal systems.



- Oversee the provision of State Law Advisory and litigation services.
- Ensure effective corporate governance through financial management, risk management, audit, systems and procedures.

EMPLOYER: Mr O Mphahlele (012) 357 8485

APPLICATIONS: Check the relevant reference number, direct your application to: DOL20-32.06@state.gov.za

012-357-8485

NOTE: Interested applicants must submit their applications for employment to the email address specified in each post. The email will include only completed and signed Form 233, obtainable from any Public Service Department or on the internet at www.psa.gov.za, a CV with a form size of 10 and A4 in size font, copy of Identity Document, Barter Certificate and the highest required qualifications as well as

11:32

< 333



13 Jul 2020

Afternoon Codes

Please find the list for the MDDA board. The list is of 10 names however only 4 will be appointed.

Please give input by end of Business day tomorrow.

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]
8. [REDACTED]
9. [REDACTED]
10. [REDACTED]

Regards

[REDACTED]

17:59 JF

17 Jul 2020

You



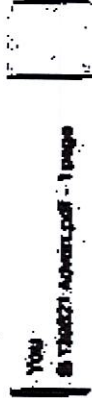
11:32

Signal strength, Wi-Fi, and battery icons

< 333



17 Jul 2020



Morning Class

Reminder that this post for Auditor General is closing today. Please encourage contrades to apply.

Regards



10:75 AM



10:33

28 Jul 2020

Evening Code's

Please note that you were all sent emails this morning requesting urgent input into the NYDA board. Please do make input ASAP.

Regards

10:04 AM

+



11:32

100%

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28 Jul 2020

Morning Cides

Please note that emails which require your input were circulated yesterday for urgent input.

Regards

10:15 AM

Evening Cides

I have just emailed all members documents with regards to the DG of Home Affairs. Please do give input before Wednesday the 5th of August.

Regards

Thapelo

17:51 AM

WIS do Cde

15:15

15 Aug 2020

Forwarded



AMERICAN INTERNATIONAL COMPANY
SOUTH AFRICA, JOHANNESBURG



11:32

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Signal strength, Wi-Fi, and battery icons



20 Aug 2020

Evening Comrades

Hope you are well and safe.

Would just like to remind members of the advert for the DG of Communications which was presented in the last meeting. The deadline for applications is tomorrow.

Kind regards



10 21:31

1. Advert for DG of Comm.docx

2 pages • 25 KB • docx



11 21:33

09 Sep 2020

Your security code with Sileo changed. Tap to learn more.

28 Sep 2020

Cde [redacted] good evening. I saw the PRG email I will next be

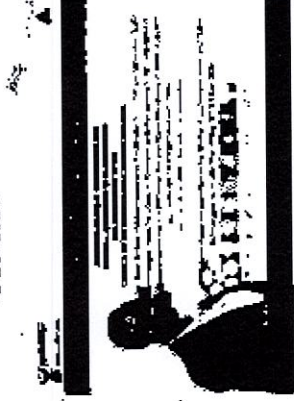


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16 Oct 2020



Afternoon Cides

Please find the above and encourage comrades to get themselves nominated and notify me of the comrades who have been nominated.

Stay safe, regards

17:01

24 Oct 2020



+



11:32

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24 Oct 2020



LIST OF 19 SHORTLISTED CANDIDATES.pdf

1 page · 31 kb · pdf

11:06

Afternoon Codes

Please find attached and comment before end of business on Monday. There is only one vacancy.

13:09

Kind regards

03 Nov 2020

Morning Codes

Please send names and cv's of comrades who would be interested and qualify for the following positions; ☺



+

11:32

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03 Nov 2020

Morning Cides

Please send names and CV's of coaches who would be interested and qualify for the following positions:

- CEO of SA Weather Services
- CEO of SA National Bio Diversity Institute

Please do send to myself on [redacted] before end of day on Thursday.

11:20 AM

13 Nov 2020

[redacted] can't take r call . I am chairing, pleasea text

10:26

Sorry, was checking if you are attending the Deployment Committee on Monday at 8?

10:07

Yes, I am cde [redacted]

10:07



440
C ● 195-100-10000-01-1

Private Use

From the use of land and water

The use of land and water in the U.S. is being studied by the U.S. Geological Survey, Department of the Interior, in cooperation with the National Science Foundation.

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1. **Check for updates**

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6. **Check for updates**

7. **Check for updates**

10:24 AM
Send Message
Close

10:24 AM

Hi, I'm

I have used my credit to all the
countries in the world. I have
travelled to 100 countries in
the world. I have used my credit
to all the countries in the world.
I have used my credit to all the
countries in the world.

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26 Jan 2021

Afternoon Code

Please verify that the listed email is the correct one, if not, please provide the correct one for Deployment Committee Communication.

Thank you 

12:31



Deployment Committee Members Emails.docx
1 page · 17 KB · docx

12:37

My email address is correct Code




13:02

Thank you 

1:33

28 Mar 2021

Code  I see you are trying to get a response from me. I am currently in the NEC, I must still try and move meetings tomorrow. I will come back immediately to you



+



11:31

< 333



30 Jun 2020

Morning Cides

Please find attached adverts and encourage comrades to apply directly and inform me of the comrades you have advised to apply.

Regards



10:58



DG Advert - Luthult.pdf
3 pages · 231 KB · pdf

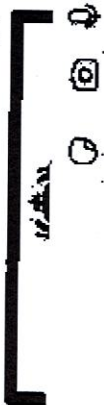
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Justice.jpg
189 KB · jpg

10:58

05 Jul 2020



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11:31

< 333



05 Jul 2020



139821 Advert.pdf
1 page · 505 KB · pdf

18:05

Evening Cde

Please find the document and encourage comrades that qualify to apply directly and inform us on who you have recommended.

Keep safe,



18:05

Thank Cde

18:08



18:08

13 Jul 2020

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11:32

172

< 333



24 Jan 2021

Afternoon Cde

Please verify that the listed email is the correct one, if not, please provide the correct one for Deployment Committee Communication.

Thank you

12:31



Deployment Committee Members Email Subject

12:37

My email address is correct Cde



13:05

Thank you

13:11

28 Mar 2021

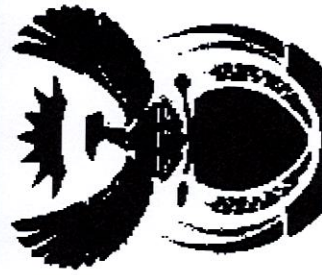
Cde I see you are trying to get a response from me. I am currently in the NEC, I must still try and move meetings tomorrow. I will come back immediately to you



Good day Thapelo

Kindly find herewith correspondence as discussed.

Thank you and kind regards.



**communications
& digital technologies**

Department

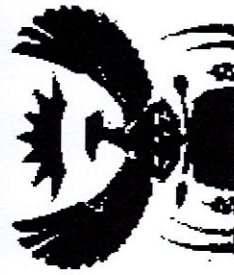
**Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA**

Subject: Appointment of the GCEO

Good day Dawood

I trust that this mail finds you in good health.
Kindly find herewith correspondence on the
appointment of the GCEO.

Thank you and kind regards.



**communications
& digital technologies
Department**

Good day

I trust that this mail finds you in good health.

Please be advised that the Director General position will be advertised on the weekend of 7 August, via Sunday tabloids, DPISA, and social media. The specification has not changed, so you are more than welcome to circulate the same advert I sent earlier.

Minister requests to also present the candidates for the South African Post Office (SAPO) Board. There are 3 vacancies that arose from resignations of the Board members that were appointed last year. Lastly, she wishes to present the Chief Executive Officer candidates for National Electronic Medica Institute of South Africa (NEMISA).

communication from your esteemed office on sending the advertisements to the committee was received after the fact. Please convey our sincere apologies on the one.

May you kindly indicate when the next sitting of the committee will be, so that we can arrange accordingly.

Thank you and looking forward to your response.



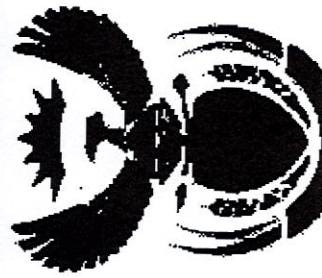
communications

Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards,

17



communications
& digital technologies
Department
Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA

and Non-Exec board position

Both please

Noted

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to your hotmail

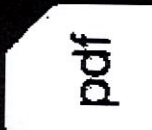
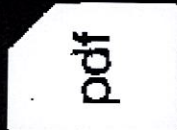
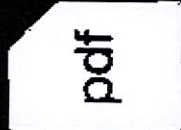
please confirm receipt

Got it thank you

Email (W):

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Mobile / Whatsapp (W): +27



Dear

As discussed, please find attached the memo on NLC Chair and Board selection process and annex of nominations received for each position.

We have included detail of the shortlisted individuals in the actual memo itself.

Kind regards,

S. J.

--

National Lotteries Nominations

Well received, thank you

Sent from my iPhone

Xantti <

Subject: Appointment of the GCEO

Good day

I trust that this mail finds you in good health.
Kindly find herewith correspondence on the
appointment of the GCEO.

Thank you and kind regards.

IT

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**communications
& digital technologies**
Department

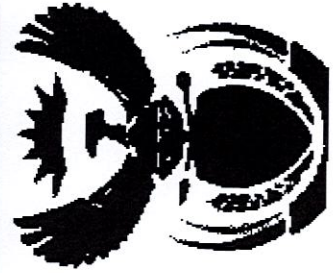
Communications and Digital Technologies Department

Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards,

IT



**communications
& digital technologies**

Department

**Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA**

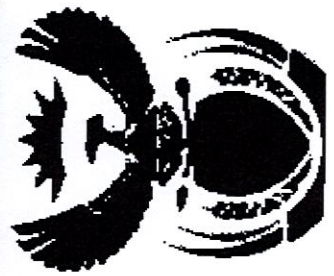
Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards.

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communications
& digital technologies

Department:

Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA

Subject: Appointment of the GCEO

Good day

I trust that this mail finds you in good health.
Kindly find herewith correspondence on the
appointment of the GCEO.

Thank you and kind regards.

11



**communications
& digital technologies**
Department



PERSONAL DETAILS

Surname:	[REDACTED]	Address:	[REDACTED]
First Names:	[REDACTED]		[REDACTED]
Date of Birth:	[REDACTED]		[REDACTED]
Nationality:	South African	Cell:	[REDACTED]
Gender:	[REDACTED]	Driver's License:	[REDACTED]
Marital Status:	Single	First Language:	[REDACTED]
Criminal Offences:	None	Other languages:	[REDACTED]

HIGHER EDUCATION

- Doctor of Philosophy, Ph.D. [Political Studies – Cum Laude]
Queen's University at Kingston, Canada: 2000 – 2004

Thesis: *"GEAR and Labour in Post-Apartheid South Africa: A Study of the Gold Mining Industry 1987-2004."* Supervisor: Professor Bruce J. Berman

Courses Completed:

Comparative Politics of Development
International Political Economy
Southern Africa
International Politics
National Security

- Master of Philosophy, M.Phil. [Political Management]
University of Stellenbosch: 1997 – 1998

- Bachelor of Arts, B.A., [Political Studies]
University of Cape Town: 1994 – 1996

COURSES ATTENDED

2008	China-Africa Exchange on Sustainable Development – November, Tongji University, Shanghai, China
2000	Certificate in Refugee Studies – June, York University, Ontario, Canada

HIGH SCHOOL

Last school attended : [REDACTED]
Highest Standard Passed : [REDACTED]

CAREER HISTORY

**1. Ministry for Social Development: Special Adviser: Minister for Social Development
(01 April 2018 – 28 May 2019)**

SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties in relation to policy development on the following:
 - Development of human and social development interventions;
 - Poverty reduction, food security and community self-sustainable programmes;
 - Comprehensive social security social crime prevention and anti-substance abuse
Community development, families and social welfare services;
 - Rights of persons with disabilities; the elderly and children; youth development support.

- Amongst the achievements was the transition of eight million two-hundred South African Social Security Agency (SASSA) beneficiaries from Cash Paymaster Services to the South African Post Office (SAPO) between March 2018 – December 2018.

**2. The Presidency: Special Adviser: Minister Responsible for Women
(01 February 2017 – 31 March 2018) – Transfer from Women to Social Development with
Minister**

SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties
- Advise the Minister on the development of policy that promote the Department's objectives

ACTING DIRECTOR-GENERAL

- I was appointed Acting Director-General for the Department of Women for the period 01 November 2017 – 31 March 2018. In this capacity, I was:
 - Accounting Officer of the Department of Women reporting to the relevant parliamentary portfolio committee responsible for overall performance and financial accountability;
 - Responsible for an annual budget of at least R170 million;
 - Responsible for at least 110 employees;
 - Representing the Department of Women at the Forum of South Africa's Directors-General [FOSAD] as well as a member of the Steering Committee of the Forum of South Africa's Directors-General.

- Led the Department's research and training on violence against women and children in the following provinces: Northern Cape; Mpumalanga; North West and Eastern Cape.

3.

[REDACTED]
[REDACTED] (16)

SCOPE OF DUTIES

- Providing executive counsel, strategic and operational support and advisory to the Vice-Chancellor and Principal in meeting overall university strategic objectives and performing statutory duties
- Providing strategic leadership in the development of institutional Annual Performance Plans as required by the Department of Higher Education and Training; Strategic Plans; Mid-Term and Annual Reports
- Managing institutional performance and compliance with relevant statutes, policies and reporting regulations of the Department of Higher Education and Training
- Attending all meetings of the University Council and provide support to its Committees: Human Resources; Finance; Audit; Risk; Student Affairs; and the University Senate
- I also led a research grant for £41,738.00 by the British Council for *Understanding Best-Performing & Under-Performing Schools: Towards Improving Efficiencies in Vhembe, Limpopo Province*, for the period March 2015 – March 2016. The project was implemented in partnership with the Vhembe District Education Department, the University of Venda and the Office of the Limpopo MEC for Education.

4.

[REDACTED]
[REDACTED] (14)

SCOPE OF DUTIES

- Developing a Corporate Social Investment Strategy that ensured Old Mutual participate actively in the socio-economic transformation of South Africa
- Manage Old Mutual's overall investments in communities through Corporate Social Responsibility Programmes
- Interfacing with the Board of Trustees for the selection of projects for consideration
- Manage the Old Mutual Foundation Trust investment portfolio by seeking Board approval for an Investment Strategy that grows the investment portfolio over time
- Ensure that Corporate Social Responsibility contributed towards Old Mutual's compliance with BBBEE requirements and associated statutory/legislative framework
- Accountable to the Old Mutual Foundation Board of Trustees for the impact of investments and performance of the Old Mutual Foundation trust
- Major achievement was the approval of an Old Mutual Foundation Flagship Education project for an amount of R350m for a period of seven years (2013-2019)

**5. Ministry of Defence and Military Veterans – Chief Director Research and Advisory
(October 2009 – December 2011)**

SCOPE OF DUTIES

- Undertaking research, drafting advisory briefs and speeches for the Minister
- Responsible for managing interface with Parliament, including drafting responses to Parliamentary Questions and representing the Ministry in various Parliamentary Committees – amongst others, the Joint Standing Committee on Defence and the Defence Committee.

**6. Department of Housing – Chief Director: Office of the Director-General
(January 2008 – September 2009)**

SCOPE OF DUTIES

- Chief of Staff of the Department
- Provide executive support to the Director-General in managing the Department
- Manage the Department's interface with Parliament, Provincial Departments, UN Habitat, Cities Alliance and the World Urban Forum
- Manage the Department's response to Parliamentary questions including drafting inputs to legislative processes
- Was also Acting Chief Director for Communications for a period of eight months responsible for Corporate Communications, Media and Marketing. The highlight of this responsibility was the BNG TV series on national television

**7. National Intelligence Coordinating Committee – Senior Analyst/Head Domestic Stability
(July 2006 – December 2007)**

SCOPE OF DUTIES

- Chairing monthly meetings of officials representing the intelligence services: National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service
- Analysing intelligence inputs from National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service and produce a monthly composite intelligence product on domestic stability
- Drafting and presenting monthly national stability briefs to the Justice Crime Prevention and Security Cluster (JCPS) meetings of Directors-General
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection
- Representing the National Intelligence Coordinating Committee at the National Joint Operational and Intelligence Structures (NATJOINTS), which coordinates all security and law enforcement operations
- Formed part of delegations to the Joint Standing Committee on Intelligence (JSCI) on various presentations during the period 2004-2007

**8. The Presidency – Director: International Relations and Trade
(July 2005 – July 2006)**

SCOPE OF DUTIES

- Monitor the development of policy and implementation/progress (Government's Programme of Action) on South Africa's foreign, international relations and trade policies
- Interface with the Portfolio Committees for Foreign Affairs and Trade and Industry
- Draft Presidential responses to relevant Parliamentary Questions on international relations and trade
- Represent The Presidency in South Africa's Trade Negotiations with the Department of Trade and Industry

9. National Intelligence Agency: Senior Analyst – Political Intelligence

SCOPE OF DUTIES

- Lead political intelligence in providing products on political intelligence
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection

PROFESSIONAL MEMBERSHIPS

National Education Collaboration Trust: A member of the Limpopo Chapter (2015 – 2016)

The Vhembe District Improvement Programme seeks to improve the quality of teaching, learning and management of schools as well as the effectiveness of the support and monitoring services provided to schools with a view to replicating the programme and lessons learned during implementation in other districts.

University of Venda Foundation: Member of the Board of Governors since September (2013 – 2016)

Was a member of the University of Venda Foundation Board of Governors responsible for raising funds for different educational causes.

Secretariat: Social Transformation Committee: African National Congress (2009 – 2011)

Primary responsibilities included drafting and reviewing policy documents on Social Transformation. Drafted the 2010 National General Council discussion document on Social Transformation. In the post 2011 period, I have assisted various sub-committees of the Social Transformation Committee at National Executive Committee sessions (2017) and at the African National Congress' National Conference at Nasrec, (December 2017).

AWARDS RECEIVED

2015

[REDACTED]

2003-2004

[REDACTED]

2000-2004	Queen's University Graduate Award, (Ph.D.) Kingston, Ontario, Canada
2000-2004	National Research Foundation's Prestigious Scholarship for a Ph.D.
1999	French Institute scholarship for a Ph.D. 1999 [ENS Cachan, France] (not taken)
1997-1998	Abbe Bailey Trust, scholarship (M.Phil.)
1998	Human Sciences Research Council research funding (M.Phil.)
1998	Jansen-Cillag scholarship for a Ph.D. November 1998 (not taken)
1997	South African Political Science Association

PUBLICATIONS: BOOKS

2006	<i>The Experience of Economic Redistribution: The Growth Employment and Redistribution Strategy in South Africa</i> , Routledge, London and New York.
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PUBLICATIONS: ARTICLES

2009	"There shall be houses, security and comfort," ISS Paper 196, Institute for Security Studies, Pretoria.
2004	"Accountability and oversight: The role of parliament in arms transfers," in Le Roux, [REDACTED] <i>Parliamentary Oversight and Civil Military Relations: The Challenges to the SADC</i> , Institute for Security Studies, Pretoria.
2003	"The National Conventional Arms Control Act: An update," in <i>Focus on Small Arms</i> , Number 5, May, Institute for Security Studies, Pretoria and Cape Town.
2003	"On the origins of war in Africa," in <i>African Security Review</i> , Volume 12, Number 2, pp. 81-90, Institute for Security Studies, Pretoria.
2002	"Securing democracy: Party finance and party donations – the South African challenge," ISS Paper Number 63, Institute for Security Studies, Pretoria.
2001	with J. Crush, "Contesting migrancy: The foreign labour debate in post-1994 South Africa." <i>Africa Today</i> , Volume 48, Number 3, Fall pp. 36-49, University of Indiana Press, Bloomington.
1999	"Xenophobia and relative deprivation," <i>Crossings</i> , 3 (2), 4-5. (1999), Southern African Migration Project, Queen's University, Kingston, Canada.

PUBLICATIONS: NEWSPAPER ARTICLES

Have contributed articles to South African newspapers on different topics:

- "Cape's poor bear the brunt of reckless politicking," *Business Day*, 11 March 2008
- "The importance of adequate housing," *Mail & Guardian*, 01 September 2008
- "Despite limited resources, housing delivery output must be accelerated urgently," *Cape Argus*, 26 November 2009
- "Essential service worthy of defense," *Mail & Guardian*, 11 April 2011
- "Harnessing collective efforts is the answer," *Mail & Guardian*, 26 April 2013
- "Improving the lives of SA's children," *Mail & Guardian*, 29 November 2013

CONFERENCE PAPERS PRESENTED

- 2016 "The Experience of Economic Redistribution in South Africa." Paper presented at El Colegio de Mexico, 31 August, Mexico City, Mexico.
- 2016 "Discourse on Rights and the South African Constitution." Paper presented at the Nelson Mandela UNAM Human Rights in Film and Literature, National University of Mexico, 25 August, Mexico City, Mexico.
- 2016 "Against the Odds: Academic excellence of selected schools in the Limpopo Province of South Africa." Paper presented at the 14th Annual Hawaii International Conference on Education, 03–06 January, Honolulu, USA.
- 2015 "Against the Odds: Academic Excellence of Mbilwi, Thengwe, Tshivhase and EPP Mhinga High Schools in the Limpopo Province of South Africa." With [REDACTED]; P. Kutame; [REDACTED] Paper presented at the First Univen – WSU International Conference, 02–04 September, East London.
- 2006 "The African economic outlook." Paper presented at the Fifth Tswalu Dialogue, Tswalu Kalahari Game Reserve, 27–30 April. Conference organized by the Brenthurst Foundation.
- 2003 "Accountability and oversight: The role of parliament in arms transfers." Parliamentary Oversight Conference, 8–12 July, Arusha, Tanzania.
- 2002 "Inter-governmental and civil society strategies: Civil society reports and state compliance." Lecture delivered at the Human Rights Trust of Southern Africa training workshop, 11 November, Harare, Zimbabwe.
- 2002 "Contesting migrancy: The foreign labour debate in post-1994 South Africa." Co-written with Dr. Jonathan Crush – presented at the Canadian Association of African Studies, 31 May, Toronto, Canada.
- 1999 "Bilateralism and the migrant labour system." Paper presented at the SALDRU-SAMP conference, 16–18 May, Cape Town.
- 1997 "Corruption in the public sector." Paper presented at the South African Political Science Association, October, Mmabatho.

Motivation Letter

Dear Sir/Madam

I believe that I can add value to your organisation as I am versatile, honest, well experienced professional (PhD, Inorganic chemistry) and have over 13 years of working experience. I am currently working as Regulatory Scientist and have previously worked Researcher, Senior Scientist and Business Analyst. I am also serving at Sanas board sitting at both Audit & Risk and HR & Remuneration Committees. I served at Mintek board and I was a Technical Committee chairperson. I previously served as council member at Flavius Mareka TVET College. My overall experience is in the following fields: Pharmaceutical, Academic, Scientific Research, Petrochemical and Strategic Intelligence.

Summary of work experience:




- Academic capacity development
- Academic coordination and teaching (lecturer)
- Mentoring and supervising honours and MSc students
- Project Management
- Strategic planning
- Strategic business analysis
- Research analysis, monitoring and reporting (E.g. SWOT, PESTLE etc.)
- Research in different industries, thus: polymer, inorganic chemistry, nanotechnology, homogenous and heterogeneous catalysis and petrochemical
- Pharmaceuticals (regulatory affairs)
- Non - executive management (Committee Chairperson and member of Human Resources)

Through my career, I have acquired the following skills/competencies: leadership, scientific research and analysis, report writing, strategic thinking and planning, business analysis, presentation, performance management, business communication, assertiveness, mentoring, coaching and team player.

To firm up my business/management acumen I completed (2012) Fundamental Management certificate Program (FMP) at SBL, Unisa with the following modules: Leadership and interpersonal skills; Activity planning and control; Occupational health and safety; Management process; Labour and employment relations; Introduction to financial management. I also attended business short courses such as Financials for non-financial managers, Strategy thinking and Planning.

I am a strong believer of continuous learning for growth and development. Learning Never Ends.

Yours Truly



Cell: 

[REDACTED] Chemistry)

Race, Gender & Status: African, Female and Single

Address: [REDACTED]

Drivers' License [REDACTED]

Contact no. [REDACTED]

E-mail: [REDACTED]

Career Statement

I am versatile, confident and highly experienced professional with more than 13 years' work experience. I am a member of Institute of Directors in Southern Africa (IoDSA). Currently, I am serving as board member at SANAs and sit at both Audit & Risk and HR committees. I recently served as a board member and technical committee chairperson at Mintek. I previously served as council member at Flavius Mareka TVET College. I am currently working as Project Manager at Ascendis Pharmaceutical. I worked temporarily as researcher at Research Directorate office, Vaal University of Technology (VUT). I previously worked as strategy business analyst at Sasol International Energy; as a senior scientist at Sasol Technology and as scientific researcher at CSIR. I offered chemistry lectures part-time (at UJ), while studying PhD. My overall experience is in non-executive management (board), science & technology, academic, research & development (R&D), chemistry, pharmaceutical, project management, strategy and business analysis/intelligence environments.

Experience Summary

- Good experience in non-executive management
- Well experienced in strategy thinking and planning and analytical thinking
- Solid knowledge and understanding in stakeholder management
- Excellent knowledge and experience in R&D and petrochemical sectors
- Good experience in lecturing at higher education level
- Good experience in academic research funding and policies
- Advanced business intelligence and analysis
- Effective team player and influential leadership
- Excellent presentation and effective communication skills
- Distinctive report writing and highly computer literate

Professional Achievements

- Serving as board member at SANAS
- Serving as board member and technical chairperson committee at Mintek
- Served as council and Strategic committee member at Flavius Mareka College
- Participated in Mintek CEO interviews as the Panel Member
- Nominated to lead and coordinate Sasol Inzalo R&D mentoring program, to historically disadvantaged postgraduates' students
- Nominated by senior management team to participate in R&D senior management (EXCO) monthly meetings
- Recommended competitors to our catalyst business unit after performing catalyst competitor analysis - recommendations were implemented
- Won best poster presentation at Catalysis Society of South Africa (CATSA) conference, in 2002
- Published 7 scientific articles in international journals

Professional Experience

Project Manager

Current

Ascendis Pharma – Bryanston, Johannesburg, South Africa

Responsibilities:

- Managing projects for Quality Assurance and Regulatory Affairs
- Ensuring compliance with regulations set by South African Health Products Regulatory Authority, SAHPRA
- Registration of products at SAHPRA
- Monitor risks and performing audit for 3rd party manufacturers, suppliers and laboratories

SANAS Board Member

Reporting to minister of the Department of Trade and Industry (dti)

December 2018 – November 2021

SANAS – [REDACTED]

Responsibilities:

- Determine the strategy to achieve SANAS' purpose and to implement its values in order to ensure that SANAS is sustainable
- Ensure that SANAS complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties

- Review policies and other relevant documents prior to board and committee meetings
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the organization's annual reports and financial statements

Board Member and Chairperson of Technical Committee

Reporting to minister of DMRE

June 2016 – August 2019

Mintek – [REDACTED]

Responsibilities:

- Determine the strategy to achieve Mintek's purpose and to implement its values in order to ensure that Mintek is sustainable
- Ensure that Mintek complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties
- Review policies and other relevant documents prior to board and committee meetings
- Serve as chairperson for technical committee and to take on other adhoc special assignments
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the organization's annual reports and financial statements

Researcher at Research Directorate Office (Temporary)

August 2016 – November 2017

Vaal University of Technology (VUT) – Vanderbijlpark, Gauteng, South Africa

Responsibilities:

- Research Development Grant (RDG) planning and budgeting
- Reporting to DHET on RDG plans and annual reports in accordance with their requirements
- Analysis of VUT staff capacity development initiatives to align with DHET development plans
- Perform several ad-hoc analysis for Research Directorate office

Council Member

Reporting to minister of DHET

February 2017 – March 2018 (ONLY quarterly meetings)

TVET, Flavius Mareka College – Sasolburg, Gauteng, South Africa

Responsibilities:

- Ensuring that college is well governed and rules are adhered to
- Establish the council committees and determines the composition and functions of each committee
- In consultation with academic board, determine student admission policy, the language policy, tuition fees, accommodation fees and any other fees payable by students
- Determines conditions of service, code of conduct and privileges and functions of its employees
- Approves the annual budget of the college

Strategy Business Analyst

August 2012 – January 2015 (Retrenched)

Sasol International Energy - Rosebank, Gauteng, South Africa

Responsibilities:

- Pro-actively prepare and communicate business intelligence analysis to our stakeholders (e.g. EXCO members and senior managers)
- Continuously monitor and track key industry changes that have impact on Sasol's GTL growth drivers (i.e. gas and oil price, emerging and competing technologies, catalyst competitors, GTL competitors, markets etc.)
- Prepare intelligence analysis reports such as: STEPP reports, SWOT analysis, country analysis or company of interest to better understand the impacts and implications
- Prepare and formulate International Energy strategy to align with Sasol Group Strategy
- Contributing towards board documents

Senior Scientist

July 2008-August 2012

Sasol Technology, R&D – Sasolburg, Free State, South Africa

Responsibilities:

- Researched catalyst development for conversion of gas to liquid (GTL), producing products such as wax, paraffin, petrol and other products
- Studied poison effect on cobalt-based Fischer Tropsch (FT) reactions
- Tested in-house cobalt catalysts on micro-reactors for FT activity and stability
- Assisted at Strategy group to ensure performance in accordance to Balanced Scorecard management system

Senior Researcher

February 2007- June 2008

CSIR, Nanotechnology division – Pretoria, Gauteng, South Africa

Responsibilities:

- Preparation of modified polymers on carbon nanotubes with the aim of preparing biodegradable polymers.
- Operation of different techniques for analysis of the prepared samples.
- Worked at **Poland as an exchange post-doctoral fellow.**
- Researched on preparation and characterisation of gold nanoparticles modified with peptides in an attempt to form conducting nanofibers.

Part-Time lecturer

February 2005- November 2006

1st year Chemistry Lecturer – Doorenfontein, Gauteng, South Africa

Responsibilities:

- Preparing lecturers for 1st year students and laboratory experiments
- Setting up test and examination papers

Education and Qualification

Doctorate (PhD) – Chemistry, March 2007

University of Witwatersrand – Johannesburg, Gauteng, South Africa

Masters in Chemistry (M.Sc.), June 2003

University of the Western Cape (UWC) – Bellville, Western Cape, South Africa

B.Sc. Honours Chemistry, November 2000

University of Limpopo – Polokwane, Limpopo, South Africa

Fundamental Management Programme, June 2012

UNISA – Pretoria, Gauteng, South Africa

Entrepreneurship, June 2014

UNISA – Pretoria, Gauteng, South Africa

Interests

Leadership, Research, Teaching, Mentoring, Coaching, Analysis, Motivational Programs and Community Projects

References

1. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
2. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
3. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

1

I.D. No. [REDACTED]

S. A. BURGER'S - A. CITIZEN

VAN SURNAME [REDACTED]

VOORNAAM/FORENAMES [REDACTED]

GEBOORTEDISTRIK OF - LAND / DISTRICT OF - COUNTRY OF BIRTH


SOUTH AFRICA

GEBOORTEDATUM / DATE OF BIRTH [REDACTED]

DATUM UITGEREK / DATE ISSUED [REDACTED]

UITGEEKELDE OP BEVEK WES DIE
DIE REGATJIE (HAKMAK)
SINNELANDSE SAKE.

— ISSUED BY AUTHORITY OF THE
DIRECTOR-GENERAL
HOME AFFAIRS



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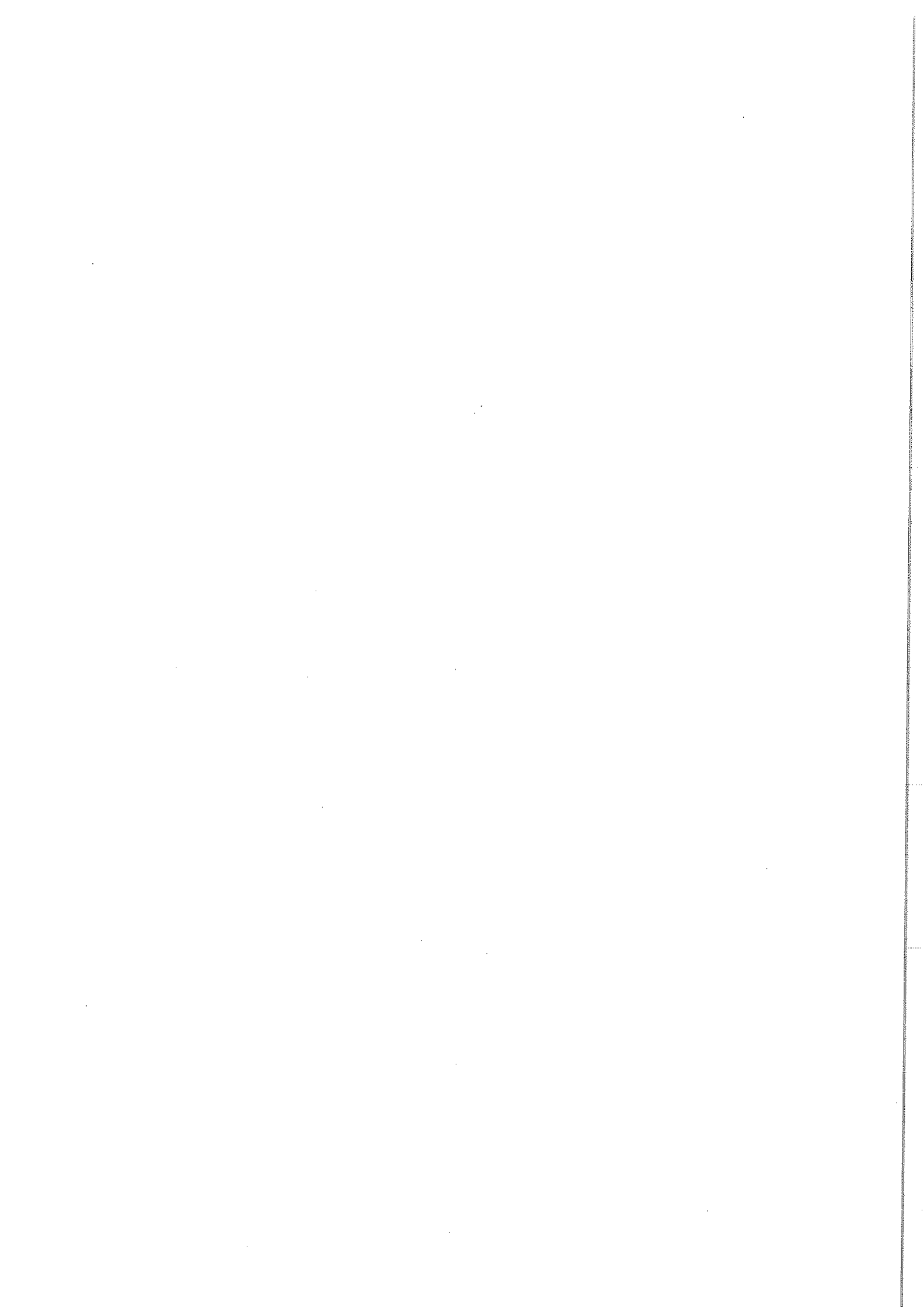
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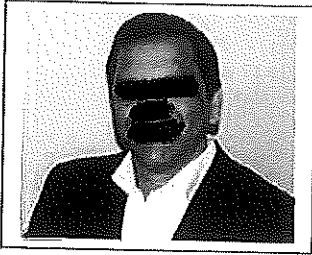
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2. If you have changed your address or if particulars of your present address (e.g. name of street, number, etc.) have been changed, the NOTICE OF CHANGE OF ADDRESS form in the packet at the back of the identity document must be used to report the change, and it must be lodged in all or passed to the nearest regional office of the DEPARTMENT OF HOME AFFAIRS.

I hereby certify that this is a true and correct copy of the original and that the copy is true and correct.

26 JUN 2009

SIGN:  BRANCH MANAGER
THE RECS 0281





[REDACTED]
BCom.CAIB(SA).MBL.PCC

Managing Member

Nirvana Consulting Close Corporation

BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT

BUSINESS ACHIEVEMENTS

Rosebank Catholic Church (pilot) – Turnaround strategy

Honey Comb Sweets (Pty) Ltd – Turnaround strategy and implementation through the UNDP

GALXCOC (Alexandra) – Sustainable socio-economic township development

Small Enterprise Development Agency SOC Ltd – Multimillion rand structured financing

Executive Development – Business coaching across different industries

Nedbank Ltd – Strategic planning, transformation and human capital

Standard Bank Ltd – Business development including Africa expansion

Strategy formulation

Human capital and cultural transition

Governance systems and controls

Operational implementation

PURPOSE

To serve as an ethical and value creating member of the CEF (SOC) Ltd contributing my skill, expertise and capabilities in meeting the Board's mandate in achieving its strategic objectives. In so doing, contribute in building and sustaining the organisation's relationship with key stakeholders.

MOTIVATION

[REDACTED] enjoys working within a challenging environment where he thrives in assisting organisations start new journeys, improve business performance, implement organisational change etc. He is able to do so by scanning the broad environmental landscape, understanding the market conditions, assessing the organisational position by exploring possibilities, mitigating risks and developing the roadmap to new territory. He also appreciates that execution and implementation cannot take place without people and hence his focus on people development and networks.

His extensive executive experience across a wide range of functional roles allow him to integrate his various skills to influence others in creating new pathways.

Some of [REDACTED] personality attributes include: *effective business strategy development and execution* for the initiation and development of strategic opportunities based on global market requirements. His bias towards detailed planning mitigates risk and ensures good governance. His confident and professional profile enables him to thrive in different cultures. The willingness to learn and explore new environments and try new things has been further developed through his own personal growth and development. His strong business focus and people management skills allow him to achieve greater success in getting things done. He is a skilled facilitator given his exposure of understanding people dynamics and working with relationships in a collaborative manner.

[REDACTED] *strong orientation toward operational and process delivery* allows him to convert strategic intent into practical and implementable solutions – balcony/dance floor capabilities. His exposure in a project environment enables him to focus on execution, based on realistic timelines, deliverables,

contingencies and resource allocation. His ability to convert academic information into workable and practical solutions; looking at flexible and alternative possibilities work in his favour.

Another personality trait is his strong and sound business knowledge in the *management of financial performance*. He is bottom line driven based on "end to end" processes including environmental and regulatory impact. He is able to *leverage human capital* through his transformational leadership style and learning agility giving attention to people development. Self-motivation is ingrained. He has good leadership skills and is a committed and passionate team player.

██████ is currently lead consultant in a pilot change initiative for the Catholic Church having lead the management team of a sweet manufacturing company in a business turnaround strategy to facilitate an empowerment transaction through a United Nations initiative. This encompasses returning the business from loss making, looking at new distribution markets including Sub Saharan Africa and becoming accredited to international standards to compete in new supply chains. He worked extensively with the management team shifting the business from family owned to becoming institutionalised. His coaching expertise provided the backbone to support the cultural and organisational change which was demanding and challenging.

██████ has also worked with the Alexandra business chamber, in the development of a major investment fund for the upliftment of the people of Alexandra township. His tenure at a government funding agency for small business to merge two agencies gave him exposure to the need for black business growth in South Africa. During this time, he worked extensively with national and provincial governments in establishing private public partnerships; creating financing opportunities in the growth and development of small and medium sized black businesses in specific priority markets.

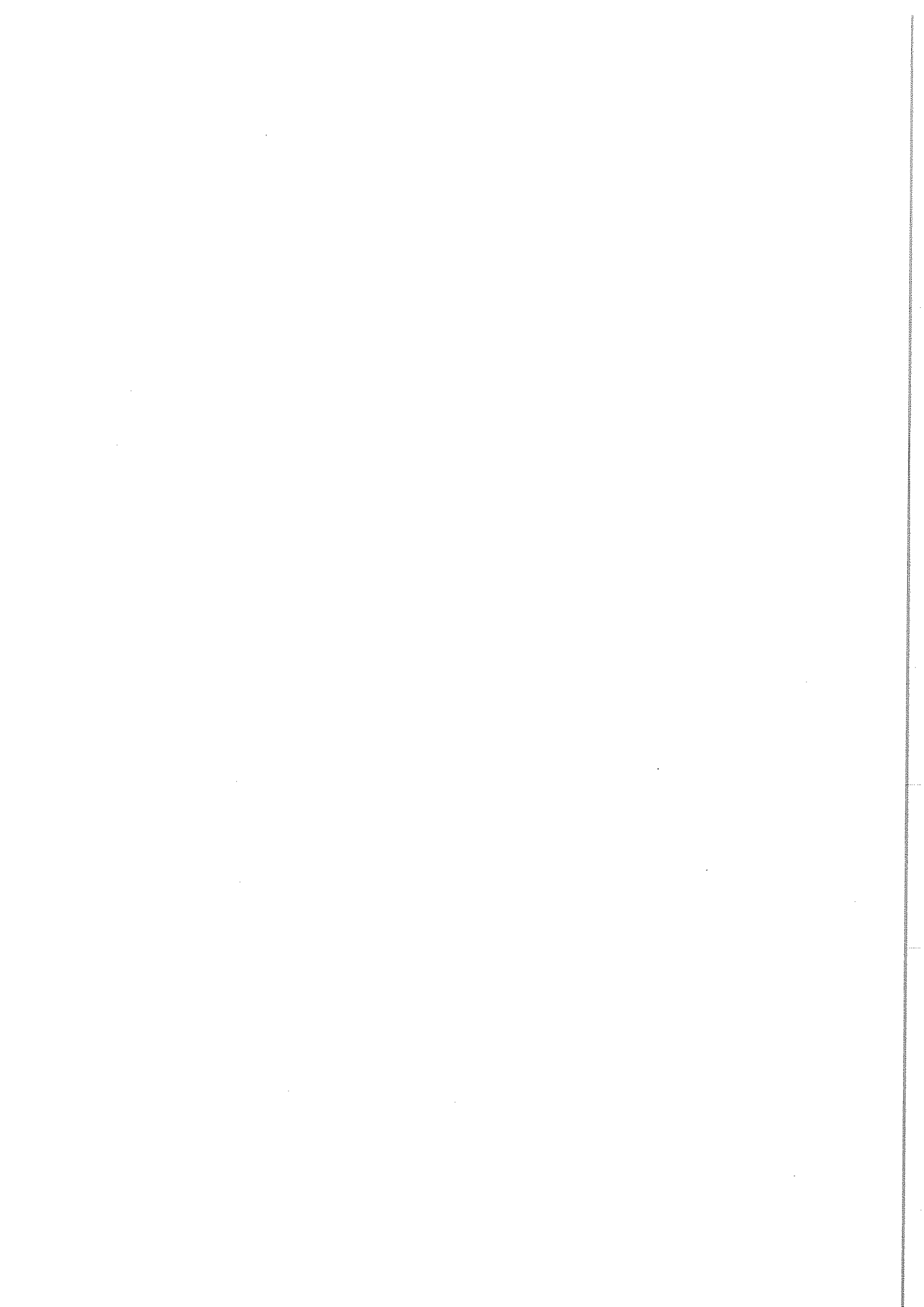
██████ also spent several years in the area of human capital development. His exposure in this field entailed focusing on cultural and organisational change in a large financial institution where he led a team merging several major businesses into one. During the same period, he also changed the institution's approach to human capital from a centralised to a decentralised model. The experience in the human capital function was humbling and challenging but provided great learning in understanding human behaviour and relationships. This resulted in him embarking on a professional coaching qualification and began working with executives and senior managers in linking the world of business and their personal development. It's a journey that continues in the current exciting, demanding and complex world of work.

As a banker by profession, ██████ spent twenty years in the banking sector with several years in senior executive roles. Some of the roles included repositioning the mass market which achieved recognition internationally including the World Bank; playing a key role in facilitating and implementing a technology driven/behavioural scoring micro-lending joint venture – a first in the banking industry; creating automated loan products through the ATM network and expanding retail banking into Africa.

██████ qualification include a Master's degree and he has attended senior and executive international management development programmes including participating in the United Nations Supplier Development Programme where he is part of a small group of certified consultants.

██████ board and advisory experience stands him in good stead in understanding the strategic relationship between management and the board. His knowledge of the legislative environment as well as good governance protocols assists him in fulfilling his fiduciary duties and striving to ensure that the organisation meets its economic, social and environmental obligations.

While he does not have experience or exposure in some areas called for in the specification, his leadership maturity, management skill, work ethic and willingness to learn will allow him to get up to speed in a short period before making a meaningful contribution in the role.



12 September 2020

[REDACTED]

EMAIL ADDRESS: [REDACTED]
PHYSICAL ADDRESS: [REDACTED]
POSTAL ADDRESS: [REDACTED]

PURPOSE: APPLICATION FOR CEF NON-EXECUTIVE DIRECTOR

This application is a response to your advert which was flighted in the newspaper, for which I am expressing my interest. I am interested in being a non-executive director at the Central Energy Fund SOC, and submit a summary of qualifications, motivation and experience below with the details requested as per attached documents.

Education

I have attached a comprehensive CV which highlights my qualifications and professional experience which are relevant for this position. Specifically, I am a qualified electrical engineer with vast experience in the energy sector with emphasis in the electricity industry. I also have a business qualification and certificates from Wits Business School and Harvard Business School.

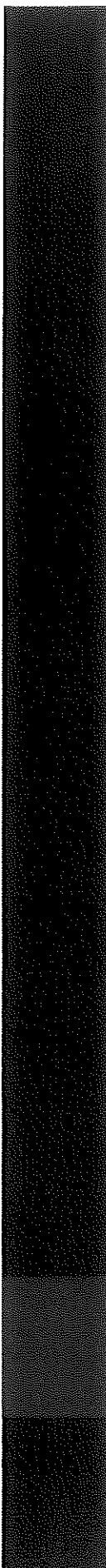
I have also attended the IOD's Governance Course, which has strengthened my appreciation of corporate governance in general. I have attached certificates of attendance to accompany this application.

I have also included my certified ID and certificates, as per your request in the advert.

Motivation and Experience

As highlighted in my resume, I am well qualified to serve on the board and have the requisite experience having served on other boards as well. I have had the privilege of being a non-executive director at the CSIR, and also chairing their Audit Committee. I have also served as a non-executive board member at Eskom Rotek Industries SOC (ERI), Energy Access Partnership (EAP), South African National Energy Association (SANEA) and Lesedi Local Municipality's Audit Committee.

AN



CURRICULUM

VITAE

[REDACTED]

[REDACTED]

EDUCATIONAL BACKGROUND

- HIGHEST STANDARD PASSED:** Standard 10.
~~Secondary Education~~
[1975 - 1976]
- SUBJECTS PASSED** :
- Northern Sotho (HG)
 - Afrikaans 2nd Language (HG)
 - English 2nd Language (HG)
 - Mathematics (HG)
 - Physical Science (HG)
 - Biology (HG)
 - Afrikaans Mondeling, and
 - English Oral
- TERTIARY EDUCATION** :
- BA
(University of South Africa)
[1983 - 1994]
 - BA (Hons)
(Rand Afrikaans University)
[1995 - 1996]
 - MA. (Rand Afrikaans University)
[1997 - 2001]
 - Certificate in Management (CM)
{Stage 1 of MBA}
(Buckinghamshire
Chilterns University College-UK)
[1998]
 - Post Graduate Diploma in
Management Studies (DMS)
{Stage 2 of MBA}
(Buckinghamshire Chilterns
University College - UK)
[2000]
 - MBA
(Buckinghamshire Chilterns
University College-UK)
[2003]

help support and accelerate the development of Black engineers in Suzlon. This was done to complement South African recruits and creates an environment for them to learn from expatriates and have the know-how to implement wind projects on their own in future.

██████████ truly values people and appreciates the benefits received through teams that demonstrate thought and skill diversity.

██████████ is cognitively superior with exceptionally well-developed communication skills. He presents himself well and inspires confidence. He can hold his own in press conferences and community confrontations regarding non-delivery of services to impoverished communities. He has also being the leader for management regarding labour issues.

He certainly has a good understanding of the energy sector, specifically related to electricity coupled with good overall connections in the energy industry.

Some of his other accomplishments / recognitions / awards are:

- British Council Scholarship 1987 to 1991.
- Voted as "The Ultimate Bright Spark for 1992" from and by the 1992 Eskom graduates.
- Voted as the most participating student during the Global Utility Management Programme, Samford Business Utilities.
- Selected onto the Commonwealth Top Management Programme run by the National University of Singapore 20 to 31 January 1997.
- Selected as a High Performer in the Distribution Group at Eskom.

(nominated for the 2013 best male leader on transformation)

Personal Background:

Silas grew up in the Vaal Triangle, south of Johannesburg. His role models were:

- ██████████, Chief Operating Officer of MTN
- ██████████ (a cousin), ZimCapital
- ██████████ Virgin Group
- ██████████

He chose his career path because he liked electrical appliances. He opted to do a degree in order to be able to "fix and not break things". His education means a lot to him because he did not have to

pay back the people who paid for his education. [REDACTED] is glad that so many people call him to commend him on his achievements and see him as a role model.

His outside interests are that he likes to preach peace to people close to him. He also likes to tell people about global warming. A lot of people invite [REDACTED] to give talks to their employees, customers, children and friends on various topics. He runs various golf days including those which raise funds for charities. Soccer is, however, his favourite sport. He is also helping his brother, a priest, to raise funds to build a Christian church. He likes reading books on leadership, management, finance and business. He likes reading books which encourage him to think innovatively.

Attributes:

Silas regards himself as:

- Energetic
- Walk-the-talk
- Resilient
- Intelligent
- Detail oriented
- Warm
- Outgoing
- A self-starter
- Customer centric
- Persuasive
- A communicator
- Enthusiastic
- Relaxed
- Open
- Status conscious
- Tough
- Creative
- Controlling
- Honest

- Professional
- Direct
- A quick learner
- Spontaneous

He experiences stress when customers are not helped or when staff ill-treat customers. [REDACTED] regards his strengths as those items listed above, as well as his technical competencies. He also thinks he is good at building relationships at work and outside work.

He feels he has built a strong "pillar" in both the public and the private sectors. He intends to help politicians create sustainable jobs and prevent global warming.

Management style:

[REDACTED] regards his management style as approachable, being a good listener, supporting innovation, looking after assets which "create revenue and look after employees well-being". The feedback he receives is that people are shocked at the intelligent level of his leadership at his age.

He is assertive and confident, ambitious, likes logical things and technical solutions. He thinks his critical faculty, lateral thinking, risk aversion and vision are strong. [REDACTED] work philosophy is to be participative and to treat others as you would like them to treat you. His special work interest is to ensure the customer satisfaction index is always positive. His career objectives are to be part of a recognised company as a shareholder or leader.

Achievements:

[REDACTED] achievements are that he has achieved most Board and shareholder deliverables and to have built a strong and resilient workforce with potential for further development.

Summary:

[REDACTED] believes nothing is impossible. He believes that happy customers will pay proactively, and Silas tries to persuade people to make a positive difference to the needy.

DEPUTY CHIEF EXECUTIVE OFFICER: CORPORATE SERVICES

2009

Duties

- Management of the finance and procurement division; human resource management; information technology and project management office.
- Financial and budgeting administration. This included ensuring the Annual Financial Statements of the department are compiled and released on the prescribed dates.
- Oversee the implementation of both the IT and Human Resource strategies of the organisation.
- Performance monitoring and evaluation unit within the Project Management Office, I oversee the putting together of the performance indicators and the monitoring of the implementation. We compile the consolidated quarterly reports of both performance and the quarterly financial projections.

2001 – 2009(May) Chief Financial Officer: GCIS

DUTIES

- Managing the financial administration and Budget office. Also responsible for the overseeing the compilation of the Annual financial statement of the department and the Budget submissions to National Treasury
- Managing the supply chain division and serving as the chairperson of the Adjudication Committee.
- Advice management on a monthly basis the expenditure trends and provide financial and procurement support to the line managers.
- Overall managing of the Chief Directorate comprising of approximately 80 officials with a budget of R4m.

1999 – 2000 Director: Finance GCIS

DUTIES:

- Management of financial administration and budgeting division of the department and acting as the Chief Financial Officer;

- Management of the procurement administration and the auxiliary services of the department (Cleaning, security, property and transport divisions)

1997 – 1999 Deputy Directors: Administration:

GAUTENG PROVINCIAL GOVERNMENT

DUTIES

- Overall supervisor of financial, transport and personnel divisions of the Premier's Office
- Ensuring the administrative and logistical support to the Premier's office is provided

1996 – 1997 Project Officer: Communication (Assistant Director)

Gauteng Provincial Government

DUTIES:

- Responsible for interacting with the members of the public on queries directed to the Premier.
- Establishing working relation with community based media structures;
- Facilitate the procurement of the needs of the Communication Directorate

1993 – 1994 (April) Administrator: Department of Information and Publicity

AFRICAN NATIONAL CONGRESS (ANC) HQ

DUTIES

- Providing administrative support to the department;
- Assisted with administrative media support during the 1994 election period

1992: Studying full time

1991 Administrator: Organising Department

AFRICAN NATIONAL CONGRESS (ANC) HEAD OFFICE

DUTIES:

- Co-ordinating the interaction between Head Office with the regional offices.
- Arranging meeting and receiving reports from the Regional Offices

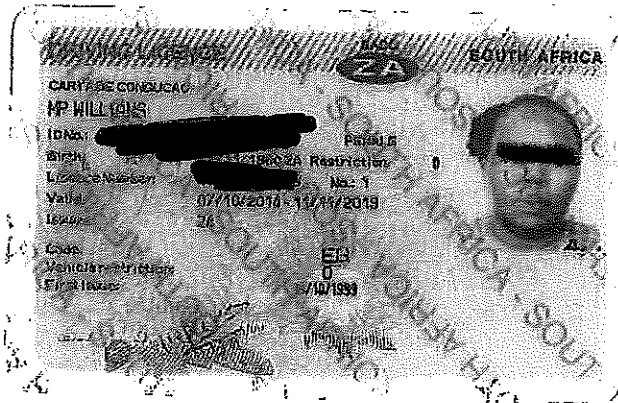
1978 -1989.

Have been in exile and working for the African National Congress in Angola, Mozambique and Swaziland until my arrest when I came into the country in 1989. Was released after the unbanning of the African National Congress in 1991.

REFERENCES

1. [REDACTED] (Former boss)
Contact: [REDACTED]

2. [REDACTED] (former Colleague)
Deputy CEO: Stakeholder engagement GCIS
Contact: [REDACTED]
Email: [REDACTED]



COMMISSIONER OF OATHS
 Tshgegofatso Kgarabjang
 Director: Legal Services
 Department: Communications
 Tshedimosetso House
 1035 cnr Frances Baard and Festival Streets
 Hatfield, Pretoria
 Tel: 012 473 0478

2019-07-19
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University of South Africa



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having complied with the requirements of the Act and Statute, was admitted to the degree of

BACHELOR OF ADMINISTRATION

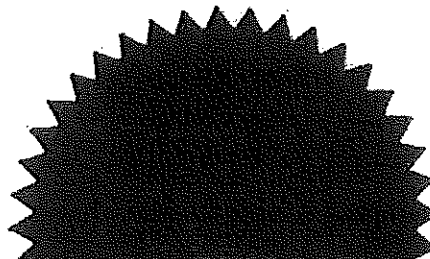
at a congregation of the University

on 4 May 1998

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2019 -07- 13
CLEVELAND
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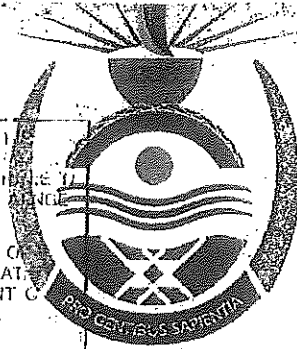
Vice-Chancellor



Dean

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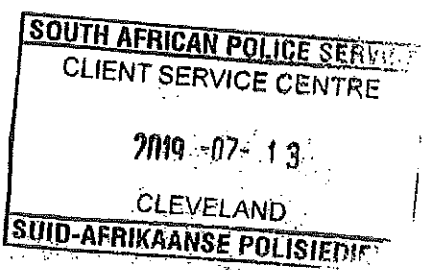
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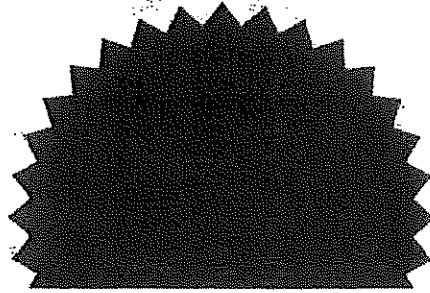
*having complied with the requirements of the Higher Education Act
and the Institutional Statute, was admitted to the degree of*

MASTER OF PUBLIC ADMINISTRATION

*at a congregation of the University
on 3 October 2006*



Vice-Chancellor



Executive

M



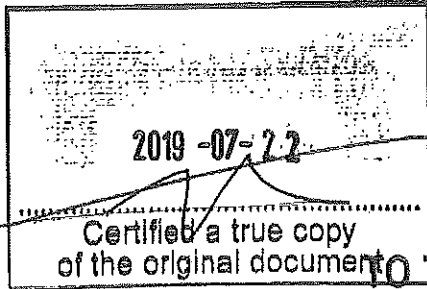
state security
State Security Agency
REPUBLIC OF SOUTH AFRICA

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COMMISSIONER OF OATHS
Tshegofatso Kgarabjang
Director: Legal Services
Department: Communications
Tshedimosetso House
1035 cnr Frances Baard and Festival Streets
Hatfield, Pretoria
Tel: 012 473 0478

SECURITY CLEARANCE CERTIFICATE

**THIS IS TO CERTIFY THAT
SECURITY CLEARANCE NO.**



**TO THE LEVEL OF
TOP SECRET
HAS BEEN ISSUED TO**



ID:



DIRECTOR-GENERAL



DATE

EXPIRY DATE: 2023-03-31

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0044112

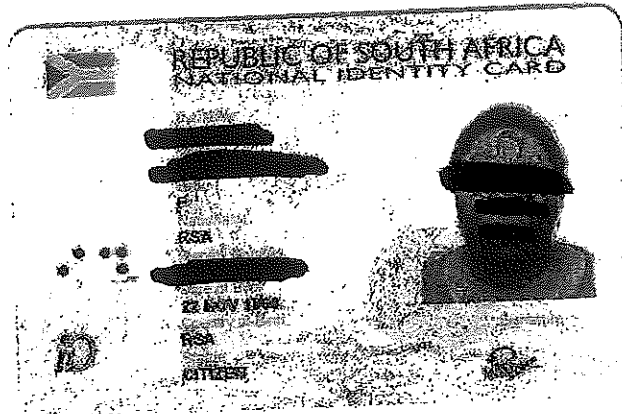


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Commissioner of Oaths
CSR Human Resources P.O. Box 395
Pretoria, 0001
(in terms of Govt Notice R2477)

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[Signature]
COMMISSIONER OF OATHS

23/7/19



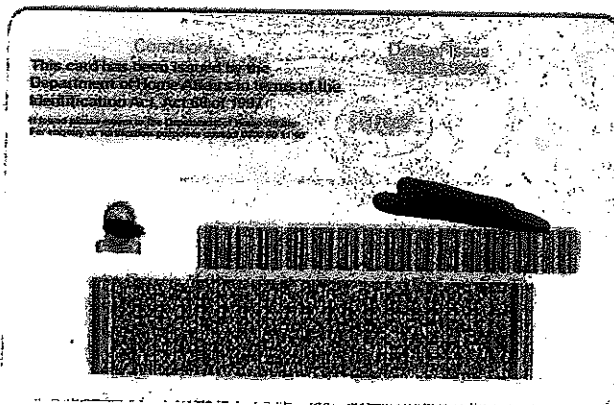
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NAAM / NAME: *M. Dube*

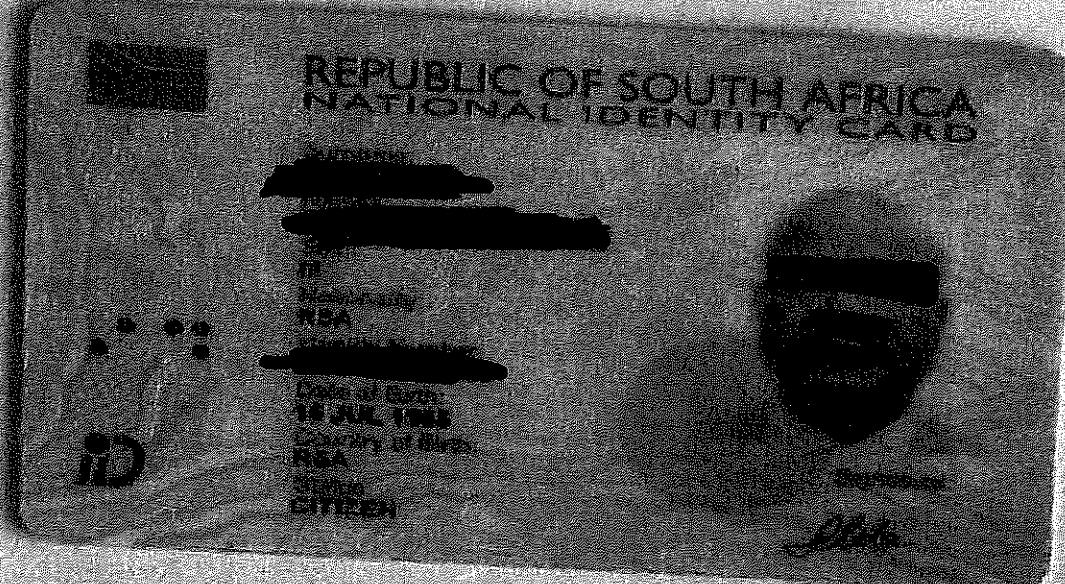


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2019-07-13

CLEVELAND

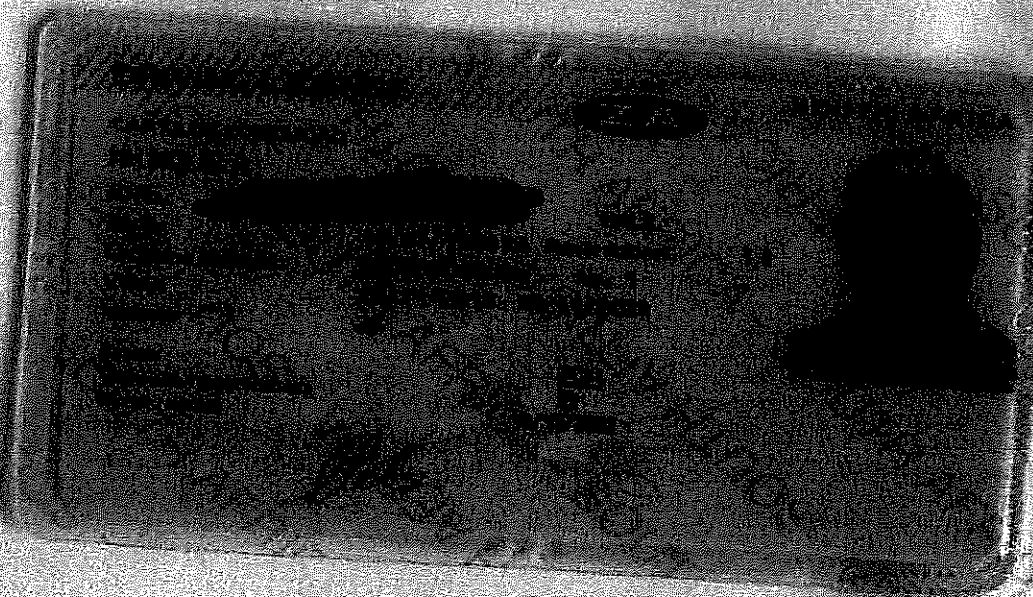
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PRINT NAME *Tasneem Hoosain*
DATE *28/06/19*

Tasneem
TASNEEM HOOSAIN
Commissioner of Oaths
17 Edward Road
Ottery, 7800
Ref: 9/178/2



WHS

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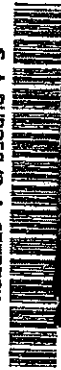
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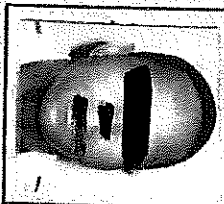
S. A. BURGER/S. A. CITIZEN

VOORNAAM/FORENAME

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SOUTH AFRICA

DATE OF BIRTH



DATE ISSUED

2000-02-03

UTREKERIK OF GELEG VAN DIE DIREKTEUR-GENERAAL: BINNELANDSE SAKE

ISSUED BY AUTHORITY OF THE DIRECTOR-GENERAL: HOME AFFAIRS

SOUTH AFRICAN PASS SERVICES
CLIENTS SERVICES CENTRE
SANDTON
2016-07-21
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SUID-AFRIKAANSE PASSE DIENSTE

772043 HANG BANK CST.
Gladu Curwen

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THIS IS TO CERTIFY THAT



HAS BEEN AWARDED A CERTIFICATE

For Successfully Completing the
Strategies for PR and Communications

Master Class

FACILITATOR



SOUTH AFRICAN POLICE SERVICE
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 2019 -07- 13
 CLEVELAND

LECTURER SIGNATURE DIRECTOR SIGNATURE

ISSUED ON THIS 29TH DAY OF JUNE 2012

1981 – 1984 GCSE, Solomon [REDACTED] Freedom College in Tanzania

Subjects passed Accountancy, Mathematics, English, History Geography, Development of the World, History of the struggles

1967 – 1979 Did my schooling in King William's Town and Butterworth. Details available on request

WORKING EXPERIENCE

June 2016 to date Deputy Director General: Empowerment and Stakeholder Management
Department of Military Veterans

Responsibilities Provincial Offices and Stakeholder Relations
Empowerment and Skills Development
Heritage, Memorials, Burial and Honours

June 2014 to May 2016 Senior Manager: Office of the Deputy Speaker
Eastern Cape Provincial Legislature

Responsibilities Manage the Office of the Deputy Speaker,
Ensure compliance with all policies and Procedures in the Office of the Deputy Speaker,
Develop and maintain good image of the Office Of the Deputy Speaker,
Ensure effective and efficient management of the Office of the Deputy Speaker.

September 2011 – Sept 2012 Acting General Manager: District Development & Implementation

Responsibilities Coordinate District Management & Development,
Oversee the Implementation of Service Delivery And District Coordination and the Area Managers,
Ensure Implementation of Batho Pele, Develop Partnerships and Manage Interdepartmental Relations, Provide Strategic direction and Leadership to the District Managers, Ensure Monitoring and Evaluation of Departmental Projects and Programmes at District Level, Interpretation of Legislation relevant to the Districts, Ensure Implementation of an Integrated Service Delivery Model in all District Offices of Social Development & Special Programmes

November 2010 – Aug 2011	Senior Manager Office of Head of Department Department of Social Development & Special Programmes
Responsibilities	Manage and Implement Monitoring System which Track Progress and Impact of the Department, Ensure Departmental Strategic, Annual and Operational Plans are aligned to the Provincial Growth and Development Programme of Action, Coordinate Departmental Reports on behalf of the Head of Department, Monitor Provincial Policies And the Legislative Framework relating to the Department of Social Department & Special Programmes, Monitor, Promote and coordinate The Implementation of Departmental Service Delivery Plans, Ensure the Promotion of Cooperative Governance with National and Provincial Government, Manage the of the Head Of Department, Manage and Supervise Staff in Office of Head of Department,
May 2009 – Nov 2010	Head: Office of the MEC Department of Social Development
2007 -2009	Convivium Senior Associate
2002 – 2007	General Manager: Strategic Support Buffalo City Municipality
Responsibilities	Public Participation Special Programmes inclusive of Gender, Youth, People with Disability, HIV/AIDS & Older People Council Support
1999 – 2002	Independent Development Trust (IDT) – Programme Implementation Manager (PIM)
Responsibilities	Programme planning Receive programme and draw action and Scheduling plans. Coordinate all relevant stakeholders Identify service providers Draft service provider's terms of reference And Contracts for validation by the legal Department. Enter into agreement with service providers. Manages relations

To consolidate the social and technical Outputs.

Social: community, active social groups, Churches, association etc.

Technical: contractors, service providers, Engineers etc.

Programme Implementation

Coordinate activities of the community, service providers and other stakeholders.

Align programme with time requirements.

Monitors and reports on programme progress

Coordinate and manage each process

Compile reports on status, financial controls and possible problem areas.

Actively identify possible risks.

Manage risks.

1998 – 1999

IDT – Seconded as Programme Coordinator in the Transformation Programme Office.

Responsibilities

Project leader for Transformation Communication Project (only member)

To make sure that staff is kept up breast about developments during transformation process. To communicate issues that involve staff, on time and accurately. To respond to queries and questions raised by staff in a sensitive and honest manner without compromising the organization.

Project Leader for Transformation measurement tool (only member)

To monitor Transformation progress against set milestones. To monitor whether transformation is within budget without compromising quality. To monitor overall transformation projects whether they are on schedule and within budget. To indicate to all project leaders without alarming the critical path.

To ensure overall coordination of the Transformation. To attend and make presentations in Executive Committee Meetings. To prepare presentation for the Board of Directors. To visit provinces to solicit buy in from staff. To inform strategic partners and government on developments such as changed core business and mission statement. To network with other development agents in verifying our development

niche in the development arena.

1997 – 1998

IDT – Provincial Programme Coordinator EC

Responsibilities

Analyse Provincial Develop Needs. To generate and analyse information on provincial poverty impact, social demographics, economic development indicators. Indicate via scientific analysis areas in the province that require development intervention and the appropriate kind and order.

Identify Provincial Development Initiatives / Interventions. To study provincial government development initiatives and counterpose such to IDT and private sector interventions Develop in Consultation with Programme Managers, Provincial government departments and private sector appropriate development initiatives / interventions for the province.

Implementation of Development Initiatives Interventions. To ensure that facilitation teams are aware of development programme objectives / mission and corresponding criteria. Assist Programme Managers in Programme Implementation in the province.

Monitor and Evaluate Development Initiative Intervention. Monitor and evaluate whether development initiatives / intervention have met objective / mission and criteria and submit reports in this regard.

Liaison with Research Institutions, Private Sector and Provincial Government Departments. Source information of Provincial poverty impact, social demographics and economic indicators from reputable research institutions. Liaises with private sector, government delivery departments on provincial development needs and required initiatives / intervention administration. Generate reports as required in an agreed format.

1997 September

IDT Community Facilitator

Responsibilities

Facilitation, Consult broadly at local / District level with communities to:

- Establish their development needs

- Priorities development needs at general meetings.
- Ensure community involvement and commitment to guarantee sustainability of projects
- Facilitate the establishment of community structures via consultation with all stakeholders in a community.
- Assist community development committee to open bank accounts for projects and develop and adopt a constitution for the committee.
- Ensure community participation in the identification, approval and appointment of technical support for projects (principal agent, technical consultants, project manager etc).

Monitoring and Evaluation. Monitor and evaluate the environmental, social, health, and economic impact of projects / programmes.

Communication. Facilitate contact between community development committee and municipality, tribal authorities, funders, NGO's civics and government officials. Facilitate workshops at the community levels.

Training / capacity building. Ensure community participation in the identification, approval, and appointment of training institutions and implementation of training on such areas as bookkeeping, budgeting. Conduct workshops to clarify role and responsibility of office bearers. Monitor the quality of training provided by the training institution.

Administration. Maintain up to date project files on each project. Ensure that copies of project minutes are kept on project files. Develop a monthly action plan on project facilitation. Attend monthly meetings convened to report on project progress.

1997 August

Qualified as a member of the Estate Agent Board

1996 January

Joined Pam Golding Properties (King William's Town branch as an Estate Agent.

- 1995 September to December Research for trust for Christian Outreach and Education (TCOE) on local government.
- 1995 November Presiding Office – Local Government Elections
- 1992 – 1995 Resident Tutor – University of East Anglia United Kingdom
- 1991 Summer holidays worked part-time for The University of Transkei's Bureau of Development, Research and Training. Worked with Carl Keyter. My work mainly involved the evaluation of households for the distribution of funds for sustainability projects.
- 1986 – 1990 Worked as an Administrator in the South African Congress of Trade Unions (SACTU) London office, in the treasury department. Worked with Archie Sibeko. My work included fund raising, bookkeeping, addressing meetings and doing administrative work.
- 1986 – 1989 Worked in Angola for the ANC as a Commander of the women's group.
- 1980 Got involved with the ANC as a pupil and had to leave South Africa for political reasons.

INTERESTS

I would like to contribute towards elevating the Status of disadvantaged communities both economically and socially. I am also equipped to deal with trade related negotiations. I enjoy organizing people and instilling hope by both working directly with consulting people to draw up realistic policies and practices given limited resources.

REFERENCES:

[REDACTED]
General Manager - [REDACTED]
[REDACTED]

[REDACTED]
Managing Director - [REDACTED] Consulting
[REDACTED]

[REDACTED]
General Manager - Health Services
[REDACTED]

INTERNATIONAL CONFERENCES ATTENDED

- 2017 United Nations Commission on the Status of Women, March, New York, United States;
- 2008 World Urban Forum, 3 - 6 November, Nanjing, China;
- 2008 United Nations Population and Development, United Nations, April, New York, United States;
- 2008 United Nations Housing and Urban Development (UN Habitat), November, Nairobi, Kenya;
- 2008 2nd African Ministerial Conference on Housing and Urban Development, 28–30 July, Abuja, Nigeria;
- 2008 Business Cycle Development, Financial Fragility, Housing and Commodity Prices, 21–23 November, Barcelona, Spain;
- 2007 Intelligence Analysis in the Asia-Pacific Conference: Intelligence Culture and Practice, 17–18 September, University of Adelaide, Australia;
- 2006 Africa Beyond Aid, conference organized by the Brenthurst Foundation and the Konrad-Adenauer Stiftung, 3–4 April, Potsdam, Germany;
- 2005 World Trade Organisation, Ministerial Conference, 13–18 December, Hong Kong, China.

REFERENCES

1. [REDACTED]
Executive Director: Mapungubwe Institute for Strategic Reflection
[REDACTED]
[REDACTED]
2. [REDACTED]
Special Advisor: Minister of Mineral Resources & Energy
[REDACTED]
[REDACTED]
3. [REDACTED]
South Africa's Ambassador to The Hague
[REDACTED]
[REDACTED]

ACADEMIC ACHIEVEMENTS

- Pass Credit Management Course with Distinction (2014)
- Recipient of Rand Merchant Bank & African Harvest bursaries: Selected from top 10% students in the Accounting department (2000 – 2001) - UFS
- Certificate of Merit – Top 10 first years in Welwetchia Residence – UFS
- Distinction in Business Economics – Grade 12 – Inanda Seminary (KZN)

LEADERSHIP ROLES

- Provincial Coordinator for Professionals, Academics, Business and Suburbia.
- Various leadership roles in the communities in which I have resided.
- Board member of New Life Shelter (NPO looking after abused girl children based in Lombardy East).
- Led the Audit of the Biggest Client – MIBFA, in the Retirement Funds Division – Ernst & Young 2008 -2009.
- Member of the Best Audit Team – Investec Limited – Ernst & Young 2006 – 2007.
- Member of Student Transformation Forum - UFS
- House Committee Member – Academics Portfolio -UFS

EMPLOYMENT HISTORY

Company: Denel SOC LTD

Position: Independent Non-Executive Director
Chairperson of the Risk Management Committee
Member of the Audit Committee
Member of the Investment Committee

Period: May 2018 – Present

Responsibilities:

Oversight Responsibility with focus on:

- Rebuilding and strengthening governance.
- Rooting out corruption.
- Restoring Denel SOC LTD's financial position and
- Ensuring that Denel fulfils its economic and developmental mandates.

Company: Gauteng Department of Health

Position: Chief Financial Officer

Budget: [REDACTED]

Period: [REDACTED]

Responsibilities:

Strategy

- Drive the turn-around of the Gauteng Department of Health.
- Drive Transformation of procurement and supply chain management

Responsible for Budgeting for the Department.

Responsible for Risk Management and internal controls.

Responsible for Financial Reporting.

Responsible for Stakeholder Management

Company: South Ocean Holdings Limited – JSE Listed

Position: Group Chief Financial Officer

Budget: R2.0 billion

Period: August 2016 – January 2018

OTHER NOTABLE EXPERIENCE:

- **Transnet Ltd (Internal Audit division)** – outsourced by Ernst & Young Inc. for 2 months (October – November 2008). Performed internal audit procedures.

- **Land Bank** – outsourced by Ernst & Young Inc. from January 2010 to June 2011: Assisted the Compliance & Administration Manager with the following:
 - Reviewed and processed journals.
 - Performed month-end procedures.
 - Reviewed human resources transactions and reconciliations.

- **Standard Bank** – Africa Finance division. Assisted Standard Bank Branches in the DRC, Uganda and Kenya in preparing budgets, revised estimates and in utilising the new financial model planning tool.

COMPUTER LITERACY

Caseware
AlignAlytics (on-the job training – Endo – Litha’s American parent company)
TeamMate (on-the job training – Endo – Litha’s American parent company)
Navision (on-the-job training – Litha healthcare Group)
SAP (on-the-job training, Land Bank)
Microsoft Excel 2000, 2003, 2007, 2010 (Advanced)
Microsoft Word 2000, 2003, 2007, 2010 (Advanced)
Microsoft PowerPoint 2000, 2003, 2007, 2010 (Intermediate)
Internet and e-mail (Microsoft Outlook, Lotus Notes)
EY audit software – EY/AWS, GAMx

REFERENCES

[Redacted references]

- Ensuring that Annual Financial Statements are in accordance with the latest statements of International Financial Reporting Standards (IFRS)
- Evaluating accounting systems to determine their efficiency and effectiveness
- Ensuring delivery of high-quality Annual Financial Statements through detailed review for accuracy and disclosure

Company: Ernst & Young Inc.

Position: Trainee Accountant

Period: January 2005 – December 2007

Responsibilities:

- * 2007 – planning and execution of audit strategy for various engagements at supervisory level including:
 - Assessing risks at overall entity level as well as at account level
 - Performing substantive procedures
 - Performing tests of controls
 - Wrapping-up of audits
 - Drafting audit reports and other reports on audit findings
 - Conducting research on clients in order to obtain an understanding of the client and its environment
- * 2006 – execution of audit strategy for various engagements at assistant level
- * 2005 – execution of audit strategy for various engagements at senior level

Client portfolio – Ernst & Young: Post Articles

Client Name

Land Bank
 Standard Bank
 Transnet Metal Industries Benefit Fund (MIBFA)
 Edcon Pension Fund
 Mr Price Executive Pension Fund
 Various Pension Funds administered by Liberty
 Various Retirement Funds administered by Metropolitan
 Werksmans Staff Provident Fund
 Various Funds administered by Alexander Forbes

Client portfolio – As a Trainee Accountant:

Client Name

Sanlam Sky (Long term)
 Investec Property Group (Long term)
 Safrican Insurance Company
 Channel Life
 Transnet – Internal Audit
 Scania South Africa

Review monthly balance sheet reconciliations
Branch Reconciliations review

Company: Land Bank Land and Agricultural Development Bank of South Africa

Position: Project Accountant.

Period: June 2011 – April 2014

Responsibilities:

- Recalculation of interest claims
- Perform quality checks on recalculations done
- Compile Monthly Management Accounts
- Ensure that branches have the recalculated memos timeously to relay the results to the clients.
- Perform administrative duties for the project team.

Company: Ernst & Young Inc.

Position: Client Service Executive/Assistant Manager

Period: Jan 2008 – June 2011

Responsibilities:

* Project management of audit assignments in an Assistant Manager Capacity involving:

People Management:

- On-the-job coaching, mentoring and transfer of skills to junior staff members.
- Planning human resources for audit engagements.
- Managing teams comprising of first, second and third year trainee accountants.
- Perform engagement reviews and performance assessments for the team members including identifying development needs.
- Developing and maintaining relations with existing clients.

Administrative Function:

- Preparation of budgets and compilation of budgets reports
- Consistent monitoring of the budget set for the audit engagement and reporting to Directors
- Completing audit reports for dissemination to management and ensuring proper follow up of outstanding items and recommendations
- Communicating results of audits through written reports and oral presentations to management
- Reviewing tax returns, provisional and annual returns and handle SARS queries

Audit Function:

- Understanding of the client's environment and designing audit strategy appropriate to address the identified risks.
- Review of Annual Financial Statements (AFS)

Company: Endo International PLC/Litha Healthcare Group

Position: (Senior Manager) Finance /Head of Internal Auditor

Period: May 2014 – July 2016

Responsibilities:

- Reporting to the Director of Internal Audit – Endo Pharmaceuticals (USA).
- Previously reported to the Audit Committee when Litha was listed on the JSE.
- Prepare and perform SOX compliance audit across the group.
- Prepare quarterly Internal Audit and risk reports for the Audit Committee meetings.
- Attend Audit Committee meetings.
- Develop and implement Internal Audit plans so that an effective and efficient audit process exist within the company.
- Develop and implement policies and procedures for effective functioning of the Internal Audit function.
- Ensuring that the functions of the Internal Audit are aligned to the requirements of business.
- Set up and manage activities of the Internal Audit department.
- Preparing the audit reports and liaise with all divisions and Senior Management on audit findings
- Provide assistance, advice and guidance to all divisions and management with regards to the implementation and maintenance of adequate controls.
- Coordination of integrated reporting initiatives in the Group.
- Participating in month/quarter and year end closing reporting.
- Assisting in the preparation of quarterly reporting packages.
- Assisting in the preparation and coordination of the annual budgeting processes.

Company: Land and Agricultural Development Bank of South Africa

Position: Acting Senior Financial Accountant

Period: June 2011 – April 2014

Responsibilities:

- Ensure all transactions comply with International Financial Reporting Standard (IFRS)
- Assist with annual budgeting process
- Authorisation of EFT payments
- Prepare cash flow forecast and projections on monthly and quarterly basis for National Treasury reporting purposes.
- Liaison with external and internal auditor
- Preparation of the Annual Financial Statements
- Ensure adherence to financial processes, procedures and policies
- Member of the Bank's Retail Credit Committee
- Month End Procedures:
Approval of journals

- Train the Finance Unit and other staff on raising awareness and knowledge of financial management matters.
- Oversee the production of monthly reports, as well as financial statements and cash flow projections for use by Executive management, as well as the Audit and Risk Management Committee and Board of Directors.
- Assist in the design, implementation, and timely calculations of wage incentives, commissions, and salaries for the staff.
- Oversee Accounts Payable and Accounts Receivable.
- Ensure a disaster recovery plan is in place.
- Responsible for drafting annual financial statement complying to IFRS to be audited.
- Review and assist with the Integrated Annual report.

Treasury

- Organising and structuring of key finance investments to generate competitive advantage.
- Monitor cash balances and cash forecasts.
- Ensure that adequate cash flow is available for business activities.

Budget

- Prepare annual budgets for the Group and present to the Board of Directors for their approval.
- Analysis together with the CEO and the MD's of the subsidiaries, the budgets of the individual companies, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that reforecasts are done on a quarterly basis together with the CEO and the MD's of the subsidiaries, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that expenditures of the Company are within the authorized annual budget of the Company.
- **Maintain good relations with third parties, ie Banks, JSE sponsors etc...**
- **Develop, implement and oversee the strategy to ensure adequate transformation of the Company in line with BEE regulations and Employment Equity Act.**
- **Maintain a good working relationship with internal and external audit Firms.**
- **Ensure the integrity of all public disclosures by the Company**

Responsibilities:

- Reporting to the Board of Directors and Group Chief Executive Officer.

Strategy

- Assist in formulating the company's future direction and supporting tactical initiatives.
- Assist in performing all tasks necessary to achieve the organization's mission and help execute staff succession and growth plans.
- Work with the CEO on the strategic vision including fostering and cultivating stakeholder relationships.
- Assist the CEO in identifying new funding opportunities.
- Assess the benefits of all prospective contracts and advise the Executive Team on programmatic design and implementation matters.
- Manage the capital request and budgeting process.

Operations

- Participate in key decisions as a member of the executive management team.
- Maintain in-depth relations with all members of the management team.
- Manage the accounting, human resources, investor relations, legal, tax and treasury departments.
- Oversee the financial operations of the subsidiary companies.
- Implement operations best practices.
- Assisting in the development and negotiation of contracts.

Risk Management

- Ensure that a proper Risk Management Policy is in place.
- Ensure that proper Risk registers are maintained.
- Understand and mitigate key elements of the Company's and Group's risk profile.
- Maintain relations with internal and external auditors and investigate their findings and recommendations.
- Develop and maintain systems of internal controls to safeguard financial assets of the organization.

Finance Management

- Oversee the management and co-ordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to.
- Reports to funding agencies, development and monitoring of organizational and contract/grant budgets.
- Ensure that proper procedures are in place to control authorisation of all purchases.
- Ensure proper control procedures for appointment and payment of staff are in place.

CURRICULUM VITAE

PERSONAL INFORMATION

Identity number: [REDACTED]
Date of birth: [REDACTED]
Citizenship: South African
Marital status: Married
Dependents: One
Languages: English, Sesotho, IsiXhosa & IsiZulu
Health: Good
Driver's licence: [REDACTED]
Email address: [REDACTED]

Gender & Race: Female – African.

EDUCATION/QUALIFICATIONS

Professional Designation: Chartered Accountant (South Africa) (CA (SA))

Public Practice Examination: Independent Regulatory Board of Auditors (IRBA)

Auditing Specialist Course: Joint course by UCT & UJ

Credit Management Certificate p3: Institute of Credit Management (with distinction)

Part 1 Qualifying Exams (QE1): South African Institute of Chartered Accountants (SAICA)

Post Graduate Diploma in Accounting Sciences: University of South Africa

B.Com. Hons. (Accounting) : University Of Kwa-Zulu Natal (2005)

B.Com. Hons. (General) : University of the Free State (2002)

B. Com. (Accounting) : University of the Free State (2002)

Diploma in General Management: Natal Technikon (1998 – Successfully Completed first year)



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Media, Information and Communication Technologies
Sector Education and Training Authority

mictseta

Accelerating quality skills towards an information savvy society

National Certificate

This is to certify that

[REDACTED]

I.D. No: [REDACTED]

Has successfully achieved competence against the following
SAQA registered qualification

NATIONAL CERTIFICATE: RADIO STATION MANAGEMENT

NQF Level 5
(NLRD No. 49122)

In terms of section 9 (1)(f) of the ETQA Regulations
No. 1127 of 1998 under the SAQA Act No. 58 of 1995,
effective 1998

[REDACTED]

16/05/2017

Date of Issue

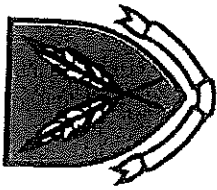
Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager - Sensor
Science and Technology
CSIR Materials Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certified a true copy of the original

[REDACTED]
Mrs
SST Competence Area Manager

CN: IS/ETQA/Q13422

Awarded as an original document with no alterations



Institute for the
Advancement of Journalism

Certified a true copy of the original

J. Wallis
Mr. J. Wallis

SST Competence Area Manager

Commissioner of oaths (ex officio)
Jeremy Rex Wallis
Competence Area Manager – Sensor
Science and Technology
CSIR/Materials Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certificate of Completion

[Redacted Name]

has completed the course

Strategic Thinking for Communicators

22 January 2014

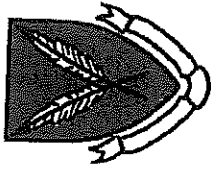
[Redacted Signature]

Executive Director: IAJ

[Redacted Signature]

Course Facilitator

1 Richmond Forum, Cedar Street, Richmond, Johannesburg



THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2193, South Africa

Accreditation Number: MAPP7944

Certificate of Attendance

[REDACTED]

has completed a 12 month learnership on

Radio Station Management: National Certificate NQF Level 5

in Johannesburg February 2007 - October 2009

[REDACTED]

I.A.J. Executive Director
20 October 2009

Certified a true copy of the original

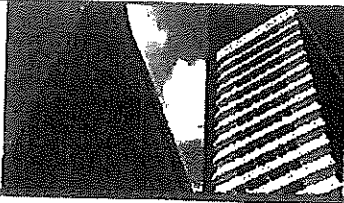
[REDACTED]
SST Competence Area Manager

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P.O. Box 395 Pretoria 0001

Results



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA



Continuing Education
Incredible Training

Mr. [REDACTED]

October 09, 2015

National ID/Passport: 6908285361083

Final Results: Short Course on Project Management Principles and Practices with MS Projects (P003082-001-2015)

Herewith a summary of your final results for the Short Course on Project Management Principles and Practices with MS Projects. Enquiries can be submitted to [REDACTED] contact our Client Information Centre at [REDACTED]

Assessment	Result %	Description
Practices and Principles - Practices and Principles Assignment	78	Pass with Distinction
[REDACTED]	78%	Pass with Distinction

Please visit our website at www.ce.up.ac.za for upcoming courses!

Certified a true Copy of the original

[REDACTED]
SST Competence Area Manager

Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager - Sensor
Science and Technology
CSIR-Materials Science & Manufacturing
P.O. Box 395 Pretoria 0001

July 31, 2019

Dear [REDACTED]

APPLICATION FOR THE POST OF THE DIRECTOR – GENERAL

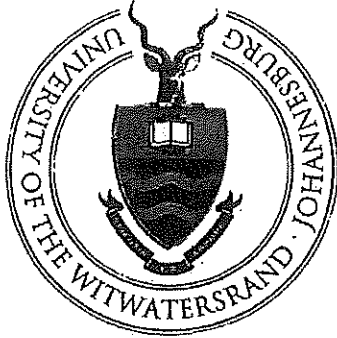
I am writing in response to your advertisement of the post of the Director – General Government Communication and Information Systems, which was recently advertised in the Sunday Times dated 14 July 2019. I hereby submit my application for the post as I am confident that I meet the requirements for the position.

I have thirty-five (36) years' experience serving collectively in the supervisory, middle management, senior management and executive management levels. Six (6) of those years were at the supervisory level in community development at the Administration Board Northern Transvaal. Fourteen (14) years were at the management level in television productions at the South African Broadcasting Corporation (SABC). Nine (9) years were at the senior management level in the promotion of gender equality at the Commission for Gender Equality (CGE). The remaining seven (7) years were at the executive management level at the Independent Communications Authority of South Africa (ICASA), the regulator of ICT industry in South Africa.

I have acquired knowledge in film making, when I was employed by the Administration Board Northern Transvaal (Admin Board N TVL). During my tenure at the Admin Board NTVL, I was an assistant to the Board's Camera Operator for recording community development documentaries throughout the then Northern Transvaal. I had an opportunity to operate the motion picture camera to record the production and dispatched the recorded films to the laboratory for processing. I also had the opportunity to learn how to edit the film to make the final copies of our documentaries.

My work in Film Production created an interest for me to work in television production at the SABC (Corporation). The Corporation recruited me as the Junior Producer for the then TV 3 in 1983. The Corporation provided intensive television production training to me and other recruits. My training production was rated the best at the end of our training. I progressed throughout the years from Television Producer to a management level as the Specialist Producer and occupied that position till I left

.....



UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG


At a congregation of the University
held on 08 December 2015

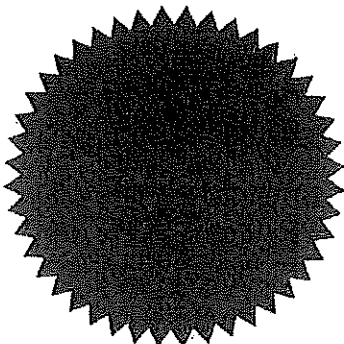


was admitted to the Degree of
Master of Arts


Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager - Sensor
Science and Technology
CSIR Materials Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certified a true copy of the original

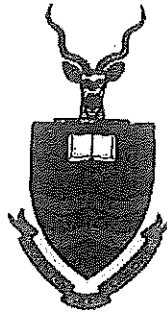

Mr J. Wallis
SST Competence Area Manager




Dean: Faculty of Humanities


Vice-Chancellor and Principal



Registrar



UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

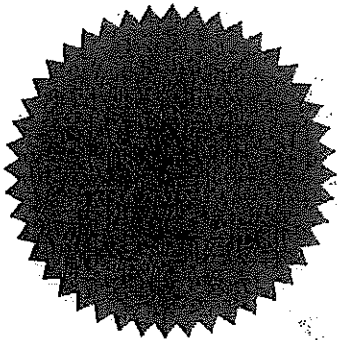
At a congregation of the University

held on 28 June 2012


was admitted to the Degree of

Bachelor of Arts with Honours

(Journalism and Media Studies)



Dean :Faculty of Humanities



Vice-Chancellor and Principal



Registrar

Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager - Sensor
Science and Technology
CSIR-Materials Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certified a true copy of the original


SST Competence Area Manager

WTS #2012 02138

the Corporation in 1997.

During my tenure as the Television Producer I produced documentaries and magazine productions by recording on film before the introduction of video tape recording. I have experience in broadcasting live productions, and I produced live programme called [REDACTED] at the SABC studios in Silverton, Pretoria. I am grateful to mention that through my skill, knowledge and diligence in television productions, I was awarded with the best Television Awards as well as the Management Recognition of Achievement Award.

My role as Specialist Producer was to lead and manage the team of television producers who produced magazine programmes. My knowledge in film and video productions equipped me with experience and knowledge in Public Service Broadcasting. I am grateful to mention that I was delegated on numerous occasions to act as the Regional Editor for TV News Pretoria when the incumbent was on leave.

In my career at the CGE, as the Head of Department, I provided strategic leadership and management to Public Education and Information Department. As a member of Senior Management at the CGE, I have participated in the development of the 5-year Strategic Plan and Annual Performance Plans. I planned, led and oversaw the implementation of the Public Education and Awareness Campaigns for the promotion of gender equality in all communities of South Africa. I have managed the allocated budget in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the roll-out of the Information Technology (IT) infrastructure and managed the efficient delivery of IT services to Commissioners and staff.

During my tenure in ICASA, I worked directly with Councillors as the General Manager for Consumer Affairs Division. I have provided strategic leadership and direction to the Division I led, and I had participated in the development of the 5-year Strategic Plan and Annual Performance Plans. My core responsibilities were to manage the allocated financial resources in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the promotion of consumer protection in the ICT sector through Public Education and Awareness Campaigns, resolved consumer complaints, ensured consumer research, ensured the monitoring of Quality of Service (QoS) as provided by ICASA licensees as well as provided guidance in the development of consumer protection regulations.

I have experience in serving as a Councillor in Digital Dzonga Council. Digital Dzonga Council was mandated to spearhead digital migration and to advice the Minister of Communications on Digital Migration Strategy in South Africa. In Digital Dzonga Council, we developed Broadcast Infrastructure Strategy, Help and Support Strategy, Monitoring and Research Strategy, Technology Standards and Communications Policy. We also developed the Code of Conduct for Digital Dzonga Council.

In the African continent, I have participated in the Communications Regulatory Authorities of Southern Africa (CRASA) in the development of CRASA's Consumer Protection Policy. Furthermore, I have participated in the Annual Conference of the African Telecom Regulators on Consumer Affairs in Lagos,

July 31, 2019
Page 3

Nigeria in October 2013. It is at that Conference where I proposed that all regulatory frameworks in the African continent need to be harmonised for effective and efficient delivery of services to consumers.

In the international platform, I have participated in the Workshops, Summits and Conferences that were organised by the International Telecommunications Union (ITU), the Federal Communications Commission (FCC), G3ict Global Initiative for Inclusive ICTs, as well as the United Nations Department of Economic and Social Affairs. The highlight of my participation in the international platform was when I represented ICASA at the World Conference on International Telecommunications 2012 (WCIT- 2012) in Dubai, where I successfully lobbied and convinced the ICT world leaders to include Accessibility, Inclusivity, e-Waste and Energy Efficiency in the International Telecommunications Regulations (ITRs). Please refer to: <http://www.youtube.com/watch?v=uf63MRCRF-o>

I received training and acquired knowledge in Leadership, Consumer Protection, ICT Policy and Regulation, Digital Multimedia Management and Regulation, Television News Reporting, Advanced Emotional Intelligence and Leadership Skills, Conflict Management and Dispute Resolutions, Learning to Lead Community Programme, Learning to Lead Corporate Programme, Work Team Facilitation, Negotiations, Strategic Planning, Strategic Management, Financial Management, Marketing Management, Information Management, Talent Management, Knowledge Management, Change Management, Operations Management, Project Management and Monitoring and Evaluation of Projects.

In terms of qualifications, I hold BA Communications (UNISA); BA (Hons) Communications (UJ); MA Communications (UJ); Executive Development Programme (GIBS); Post Graduate Certificate in Management (BCUC, United Kingdom); Postgraduate Diploma in Management Studies (BCUC, United Kingdom) and MBA (BCUC, United Kingdom). Currently, I am a PhD candidate with the University of Witwatersrand and my study focuses on Digital Transformation for Social Development.

I submit that if I am successful, I will use my management and leadership experience to add value in the GCIS by providing strategic leadership, efficient and effective management in the fulfilment of all the Key Performance Areas for the post of the Director – General. I am readily available to assume duty at any time.

Yours sincerely

A large black rectangular redaction mark covers the signature area, obscuring the name and any handwritten notes.

With this experience, coupled with being a highly experienced Eskom EXCO member for over 15 years, I am well equipped to serve on any board and its sub-committees. As an EXCO member, I have an appreciation of how big organisations are managed as my experience includes chairing of sub-committees of EXCO and interacting with the Board. Some such committees include Capital Investment Committee; Procurement Committee; Pricing Committee; Divisional EXCO; Customer Council; Growth and Innovation Committee; etc. My resume summarises the different roles I have held in the past.

Being a non-executive director at CEF, I would bring diversity and a wealth of experience on business strategy, integrated risk management, strategy implementation and performance oversight. I would certainly bring great value in Integrated Risk Management and building organizational resilience which is an important oversight role of any board.

Relevant Competencies

- Overall strategic oversight and appreciation of integrated risk management
- Strong in leadership, ethical behaviour and value analysis
- Analyst, collaborator and advisor
- Risks analysis, safety leadership and stakeholder management
- Appreciation of Companies Act and King Code of Good Governance (King IV)

Declarations

I can also confirm that I do not have a criminal record and I have never been declared a delinquent director. I have no shareholding in companies that may pose a conflict of interest at CEF. I confirm that I am qualified to serve on this board.

I would sincerely appreciate an opportunity to serve on this board.

Your sincerely

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CURRICULUM VITAE

OF



PERSONAL DETAILS

NAME: [REDACTED]

SURNAME: [REDACTED]

DATE OF BIRTH: [REDACTED]

AGE: [REDACTED]

NATIONALITY: [REDACTED]

IDENTITY NUMBER: [REDACTED]

SEX: [REDACTED]

MARITAL STATUS: [REDACTED]

HOME LANGUAGE: [REDACTED]

OTHER LANGUAGES: English, Afrikaans, Zulu, Xhosa, Tswana, North-Sotho and Tsonga

HOME ADDRESS: [REDACTED]

POSTAL ADDRESS: [REDACTED]

TELEPHONE NUMBERS: [REDACTED]

CRIMINAL OFFENCES: None

HEALTH: [REDACTED]

INTERESTS: Reading (non-fiction), Road Running, Travelling Art, watching Soccer and outdoors

EDUCATION QUALIFICATIONS

LAST SCHOOL ATTENDED

[REDACTED]

HIGHEST STANDARD
PASSED

[REDACTED]

TERTIARY EDUCATION

INSTITUTION 1985 - 1988	:	University of Natal (Durban) B.Proc
INSTITUTION 1989 - 1990	:	University of Cape Town Postgraduate Diploma in Tax Law
INSTITUTION 1992 - 1993	:	University of Cape Town Masters in Law (LLM) (Commercial Law)
INSTITUTIONS 1995 - 1997	:	Institute of Advanced Studies and Rand Afrikaans University Advanced Diploma in International Taxation and Offshore Financial Centre
INSTITUTION 2003	:	Insead (France) Advanced Management Programme (AMP)
INSTITUTION 1996 - incomplete	:	University of Pretoria Doctorate in Law (LLD) (Corporate Law)
INSTITUTION 2006	:	University of Pretoria Diploma in Insolvency Law and Practice
INSTITUTION 2006	:	University of Witwatersrand Certificate in Competition Law
INSTITUTION 2006	:	University of Pretoria Certificate in Advanced Trust Law
INSTITUTION 2008	:	University of Witwatersrand

Certificate in Banking Law and Financial Markets

INSTITUTION
2008

University of Pretoria
Certificate in Insolvency Litigation and
Administration

INSTITUTION
2008

University of Witwatersrand
Certificate in Mediation and Negotiation

INSTITUTION
2012-
1

University of Pretoria
Masters in Law (LLM) Insolvency Law (Completed Course
work)

INSTITUTION
2012-2012

University of South Africa
Advance Course in Business Rescue Practice

INSTITUTION
2013 -2013

University of Witwatersrand
Advance Diploma in Mining and Exploration Law

COURSES ATTENDED

Course in company direction conducted by Graduate Institute of Management and Technology (GIMT). Course dealt with corporate governance, responsibilities of directors, strategy and finance.

Compliance courses held by the Compliance Institute.

Finance for non-financial Managers (UCT).

EMPLOYMENT HISTORY

DATE: January 2010- Present
POSITION HELD: Director- Thanyani Business Recoveries (Pty) Ltd
DUTIES: Insolvency Practice which involves acting as Liquidator, Trustee
And Judicial Manager of Insolvent Estates.
Business and Corporate Rescue Practitioner.

DATE: February 2010- present
POSITION HELD: Chairman- Tony Tshivhase Incorporated

DUTIES: Involved in Commercial and Corporate practice, tax law,

aviation, merger and acquisition law, completion law, insolvency litigation and commercial litigation.

- Date:** April 2018 - May 2019
POSITION HELD: Ministerial Special Advisor
DUTIES: Special advisor to Minister of Human Settlement advising her on all the Legal matters.
- DATE:** August 2005 – January 2011
POSITION HELD: Senior Director – Hofmeyr Herbstein & Gihwala Inc/Cliffe Dekker Hofmeyr
DUTIES: Involved in commercial and corporate law practice, tax law, aviation law, competition law, insolvency law practices
- DATE:** November 2001 – June 2005
POSITION HELD: General Counsel and Executive Vice President: Legal at the Industrial Development Corporation of South Africa Limited (IDC)
DUTIES: Advising Board of Directors and Executive Management on all legal matters, overseeing solving of legal problems internationally and externally structuring complex financial transactions, drafting agreements and responsible for workout and restructuring.
- DATE:** 2004 – June 2005
POSITION HELD: Compliance Officer
DUTIES: Developing compliance culture within IDC and implementation of compliance policies
- DATE:** November 1999 - 2001
POSITION HELD: Head of Legal Services Department at IDC
DUTIES: Overseeing and solving of all legal problems in IDC, drafting of financial transaction agreements and advising on all legal matters.
- DATE:** May 1998 – October 1999
POSITION HELD: Partner - Pule, Selebogo & Partner (Johannesburg)
DUTIES: Head of Commercial Law, Commercial Litigation, Tax, Banking and Finance, Insolvency Departments
- DATE:** February 1997 – April 1998
POSITION HELD: Senior Tax Specialist - Eskom
DUTIES: Prepare Eskom to be tax paying entity, advice Eskom and its subsidiaries on Income Tax, International Taxation, Value-added Tax (VAT) issues and other taxes; Responsible for Eskom's and its subsidiaries' Income Tax and VAT compliance

- DATE:** March 1996- January 1997
- POSITION HELD:** Practising as Tax and Legal consultant under the name Tony Tshivhase Tax and Legal Consultants in Pretoria
- DUTIES:** Carry VAT audits in association with Coopers & Lybrand for Local Governments; Drafting commercial agreements; Registration of Companies and Close Corporations; Advice clients in Income Tax and VAT issues and Income Tax and VAT planning
- DATE:** February 1994 – February 1996
- POSITION HELD:** Partner - Moseneke and Partners with offices in Pretoria and Johannesburg
- DUTIES:** Partner in charge of Commercial and Tax Department; Drafting general commercial agreements; Advice clients in Commercial Law issues; Commercial Litigation; Drafting take-over, management buy-outs, mergers and Shareholder's agreements; Advice clients on Income Tax, International Tax; Drafting Wills; Establishing Trusts; Estate Planning; Registration of Companies and Close Corporations; Income Tax, International Tax and VAT planning for clients and Liquor Licence applications
- DATE:** May 1993 – January 1994
- POSITION HELD:** Tax Consultant with Coopers & Lybrand in Pretoria
- DUTIES:** Advise clients on income tax, VAT, International Tax issues, assist clients in income tax planning, VAT and international planning. Head of Tax Compliance and Secretarial Departments.
- DATE:** February 1992 – January 1993
- POSITION HELD:** Tax Administrator with Kessel Feinstein in Cape Town
- DUTIES:** Income Tax and VAT compliance and dealing with queries from the Receiver of Revenue
- DATE:** January 1989 – January 1992
- POSITION HELD:** Candidate Attorney and Professional Assistant with Bernadt, Vukic, Potash Abel and Getz in Cape Town
- DUTIES:** As a candidate Attorney I was attached to the following departments (i.e. to prepare me for Attorney's Board Examination) :
- (i) Litigation;
 - (ii) Labour;
 - (iii) Commercial;
 - (iv) Collections;
 - (v) Estates;
 - (vi) Human Rights; and
 - (vii) Conveyancing

As professional assistant I worked in the Commercial Department drafting general commercial agreements; registration of Companies and Close Corporations; drafting Shareholder's agreements and advising on Income Tax issues.

DATE: August 1980 – December 1982
POSITION HELD: Clerk in the Agriculture Department of the Venda Development Corporation
DUTIES: Completing loan applications, Verification of loan applications and visiting projects to determine progress made.

Attorneys Admission I wrote the Attorneys Admission Board Examination in 1991 and have successfully completed this examination.

BOARD DIRECTORSHIPS

Present directorships:

Thanyani Business Recoveries (Pty) Limited	Director
Tony Tshivhase Incorporated	Director (Chairperson)
Direngo Investments (Pty) Ltd	Director (Chairperson)
Naledi Foundry (Pty) Ltd	Director (Chairperson)
Naledi Ringrollers (Pty) Ltd	Director (Chairperson)
S.A Ladder (Pty Ltd	Director(Chairperson)

MEMBERSHIP OF BODIES

Standing advisory committee on company law - appointed by Minister of Trade and Industry to advise Government on commercial law issues.

Unfair contract terms committee - sub-committee of business practice committee - appointed by Minister of Trade and Industry to adjudicate unfair contract terms

Institute of Directors of Southern Africa

Black Lawyers Association

Association of Insolvency Practitioners of South Africa

Member of the small business regulatory review - member of Taxation and Business Trade Task Teams – internal audit of Department of Finance and National Treasury

The Association of the Advancement of Black Insolvency Practitioners (Secretary of Gauteng Province)

Member of Take- Over Regulation Panel (TRP) – appointed by Minister of Trade and Industry

PERSONAL DETAILS

Full Names [REDACTED]
Known As [REDACTED]
Nationality South African
Languages [REDACTED]
Marital Status [REDACTED]
Dependents [REDACTED]

EDUCATION

UNIVERSITY OF KWA ZULU NATAL

1987 B. Proc
1989 LLB

PROFESSIONAL REGISTRATION

1991 Admitted as an Attorney of the High Court of South Africa.
2018 Registered again as an Attorney, after many years of no active legal practice, with the Law Society of the Northern Provinces

OTHER COURSES

Attended the following courses:

- International Legal Instruments
- International Humanitarian Principles and Practice
- Domestic Violence
- Corporate Governance Principles

SKILLS ACQUIRED

- Legal theory and practice of law
- Strategy Planning
- Management
- Business management
- Communication
- Writing (book)
- Family counselling
- Leadership
- Ability to work and deliver under pressure
- Diamond trading
- Corporate Governance (theoretically and implementation)

EMPLOYMENT SYNOPSIS

2018 – date	Re-registered as an Attorney of the High Court and employed as an Associate Attorney at Friedrich Incorporated
2012 – 2017	State Diamond Trader Chief Executive Officer
2008 – 2011	State Diamond Trader Acting Chief Executive Officer
2001 – 2011 (2008)	Department of Mineral Resources (Minerals and Energy) Deputy Director – General (in the end)
1998 – 2001	Commission on Gender Equality Provincial Manager, KwaZulu-Natal
1997 - 1998	Domestic Violence assistance Programme Director/Manager
1993 - 1997	Centre for Criminal Justice, University of Natal Researcher and Director
1991 - 1993	Attorney's Practice, Vryheid, KwaZulu-Natal

Attorney

1990 - 1991

Christopher Walton and Tatham, Ladysmith
Candidate Attorney

CAREER HISTORY

Attorneys' Practice

- General legal practice
- Drafting of documents
- Liasing with other attorneys and advocates

Criminal Justice System Research

- Research into the criminal justice system, in particular policing
- Research and implementation of women's rights programme
- Managing the Centre for Criminal Justice, University of Natal, Pietermaritzburg
- Fund raising for the Centre

Domestic violence programme and Gender Equality work

- Established the programme and its institutional capability
- Set up court based advisory centres in 5 Magistrates' courts in KZN
- Managed the operations of the programme
- Raised funds for the programme
- Training various stakeholders on gender equality matters
- Managing the KZN office of the Commission on Gender Equality
- Co-authored the book : **ABC Guide to Women's Rights (1998)**

Mineral Regulation

- Processing of applications for prospecting and mining rights
- Managed the KZN regional office
- Managed three regional offices – Gauteng, Free State and Northern Cape
- Provision of senior management services at DMR

Mineral Policy Development

- Reviewed legislation, in particular the Mineral and Petroleum Development Act
- Worked on conflicts between the National Environmental Management Act and the Mineral and Petroleum Development Act
- Regulations
- Development of Policies and Procedures at the State Diamond Trader

Diamond Trading

- Managing the operations and finances of the State Diamond Trader (SDT)
- Preparing reports for and reporting to the Board of the SDT
- Implementing corporate governance principles at the SDT
- Managing client and producer relations
- Managing a newly created, challenging institution and growing it further
- Fostering relations between the local diamond industry and government
- Working with various local and international stakeholders on the Kimberley Process Certification Scheme
- Creating platforms for new and Black small and medium businesses to enter the diamond industry, thereby transforming the local industry
- Exposing new entrants and Black businesses at international platforms through National Pavilions such as at the largest annual gathering of the global industry, the Hong Kong Gem and Jewellery Show

Directorships

- Deputy Chairperson, Board of : Advice Desk for Abused Women, then University of Durban – Westville (1996 – 1999)
- Board Member of the Central Energy Fund (2007 – 2009)
- Board Member of the State Diamond Trader (2007 – 2008)
- Board Member of the South African Diamonds and Precious Metals Regulator (2007 – 2017)
- Chairman of Licencing Committee at SADPMR (2013 – 2016)
- Board Member of the SEDA Limpopo Jewellery Incubator (2010, to date)
- Chairman of SEDA Limpopo Jewellery Incubator (2014, to date)
- Board Member of the Airports Company South Africa (2018 to date)
- Committee Member of various Board Committees at Airports Company South Africa (2018 to date)
- Chairperson of the Board of JIA Piazza Park, a wholly owned subsidiary of the Airports Company South Africa (2018 to date)

Other Professional Engagements

Guest Lecturer at the Wits Law School, Wits University: 2018 and 2019

REFERENCES

[REDACTED]
Former Chairperson

[REDACTED]
[REDACTED]

[REDACTED]
Former Chairperson
State Diamond Trader

[REDACTED]
Former DDG and Direct Manager at Mineral Resources
Wits Business School Lecturer
Special Advisor to the Minister of Mines of Angola
[REDACTED]

Curriculum Vitae



Candidate information	
Director General	Director General
Full Names	[REDACTED]
Known as	[REDACTED]
Surname	[REDACTED]
Gender	[REDACTED]
Nationality	South African
Race	African
Identity number	[REDACTED]
Languages	English Venda IsiZulu Tsonga Sotho

SKILLS COMPETENCY

Skills
<ul style="list-style-type: none">• Strategic planning• Driving delivery on strategic objectives• Negotiation skills• Performance management• Risk Management• Fraud management• Project management• Annual report writing• Monthly, quarterly and annual financial reporting• Compilation of AFS in terms of IFRS, IAS, GRAP, Modified Cash Standards• Forecasting including rolling forecasting• Taxation both individual and company's tax• Budgets & Variance Analysis• Policy development• Excellent communication skills• Analytical thinking• Budgeting• Financial Advisory• Financial Management (Debtors, Creditors, Management accounting, Fixed assets, Supply Chain Management & Administration)• Problem solving skills and change management• Strategic Leadership• Compliance with laws and regulations including PFMA, Treasury Regulations and Public Service Regulatory Framework

As part of the association of Auditors-General fertility Internationally, I played an active role in terms of skills development and enhancing the stature and independence of my peers Audit Offices in the African Continent. I was Chairman of the Panel of U.N. auditors and contributed significantly in enhancing the standards and quality of U.N. audits.

Position 2: Deputy Auditor-General and Chief Executive Officer in the Office of
The Auditor-General

Period: February 1998 to November 1999

Summary: I was promoted to this position in February 1998. Responsibilities include the role of Accounting Officer and the overall management of the Office. The Office had a staff compliment of about 1500. Sharp focus on strategic management and leadership to gear the Office in meeting the challenges of a new transformed institution. This includes, inter alia, initiatives such as building trust and confidence, employment equity, empowerment, and implementing the latest IT systems. Extensive communication with our key stakeholders to give them an understanding of the work of the office and its role in our new democracy. I was also responsible for the quality and standard of about 1300 audit reports issued by the Office annually. Presentation of several papers related to auditing, fraud, corruption and good governance at various local and international Universities, workshops and seminars. I was also responsible for the audit of the World Health Organisation and assisted with the presentation of our Audit Report to the UN Assembly in Geneva.

Position 1: Provincial Auditor – Gauteng and a Member of the Corporate Executive
Management Team at Head Office

Period: November 1995 to February 1998

Summary: Joined the Office of the Auditor-General as the Provincial Auditor – Gauteng. Responsibilities included the management and leadership of 120 staff, finalisation and tabling of about 150 Audit Reports for Provincial Government, Local Authorities and Statutory Bodies situated in Gauteng. Duties include interacting and communicating with the Public Accounts Committee, the Director General, CEOs and various role-players. In March 1996 I was requested to serve on the Corporate Executive Management Board at Head Office. My role in this position was to provide input and advise at National Level and to give strategic guidance in transforming the Office.

Summary of Work History

Employer	Position	Period
Department of Agriculture Land Reform & Rural development	Acting Deputy Director General: Corporate Support Services	01 April 2020 to Current
Department of Rural development & Land Reform	Acting Director General	01 May 2018 to 13 September 2019
Department of Public Works	Chief Financial Officer	04 December 2018 to 30 April 2019
Department of Rural development & Land Reform	Chief Financial Officer	01 February 2015 to 30 November 2017 14 September 2019 to 31 March 2020
Driving License Card Account	Chief Financial Officer & Acting Head of entity	October 2012 to January 2015
NRCS	Financial Manager	Aug 2010 – September 2012
Exxaro	Senior Financial Accountant	Nov 2007 to July 2010
MIBFA	Head of Accounting department	March 2006 – Oct 2007
MEEC	Financial Accountant	June 2003 – Feb 2006
Auditor General	Training – TIPP	Oct 1999 – May 2003
Grinaker	Accounts Clerk	Nov 1997 – Sept 1999

Education Details

Level	Qualification	Institution	Period
High School	Matric (Grade12)	Khwevha High School	1993
Tertiary	Bcom Accounting	University Of Venda	1996
	Accountancy diploma	University Of Natal	2003
	Bcompt Honours	UNISA	2011
	Postgrad Diploma in Applied Accounting	UNISA	2012
	APT Certificate	APT	2013
	Chartered Accountant	SAICA	2014

Computer Literacy

PROFICIENT IN THE FOLLOWING:

- MS Word
- MS Excel
- MS PowerPoint
- MS Outlook
- Teammate
- BAS
- Persal
- Accpac
- Hyperion
- Pastel
- Oracle
- SAP
- Barn owl
- Logis

Detailed Employment History:

Company:	Department of Agriculture, Land Reform & Rural development
Period:	May 2018 – 13 September 2019 14 September 2019 to Current
Position:	Acting Director General Chief Financial Officer of the department and its three entities and head of ALHA trading Account Deputy Director General – Corporate Support Services

Responsibilities:

- Discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategic plans and annual performance plan and monitor performance against these targets
- Provide strategic leadership, management and support services to the department. The Administration programme comprises of the sub-programmes: Ministry, Management, Internal Audit, Corporate Services, Financial Services, Provincial Coordination, Office Accommodation
- Initiate, facilitate, coordinate and act as a catalyst for the implementation of a comprehensive rural development programme leading to sustainable and vibrant rural communities
- Settle and finalise land restitution claims under the Restitution of Land Rights Act (Act 22 of 1994).
- Initiate sustainable land reform programmes in South Africa.
- Ensure 100% compliance with government regulations and legal prescripts:
- Obtain an unqualified regularity audit opinion on financial and non-financial Performance
- Facilitate integrated spatial planning and land use management in all provinces through the application of relevant legislation
- Ensure integrated and comprehensive land administration system
- Facilitation of infrastructure development to support rural economic transformation
- Provide support to rural enterprises and industries in areas with economic development potential and opportunities
- Increase job opportunities and ensure skills development through CRDP and land reform initiatives
- Facilitate the restoration of land rights or alternative forms of equitable redress
- Promote equitable land redistribution and agricultural development by acquiring strategically located land
- Provide comprehensive farm development support to smallholder farmers and land reform beneficiaries for agrarian transformation.
- Functional systems and institutional arrangements for tenure and land administration to enable agrarian reform in all provinces
- Provide geospatial information, cadastral surveys, deeds registration and spatial planning, as well as technical services in support of sustainable land development. The programme consists of the following sub-programmes:
 - National Geomatics Management Service
 - Spatial Planning and Land Use Management
 - Registration of Deeds Trading Account
 - South African Council for Planners
 - Legislation

- Legal Services
 - Human Resource and Development
 - Monitoring & Evaluation
 - Facilities Management and Security Services
 - Strategic Communications
 - E-Cadastre
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Public Works
Period:	04 December 2017 to April 2018
Position:	Chief Financial Officer of the department and Property Management Trading Entity
Responsibilities	
<ul style="list-style-type: none"> • Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategies and annual performance plan and monitor performance against these targets • Provide support to the Head of the Department and line managers with regards to public finance matters. • Chair the National Bid Evaluation Committee • Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury • Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion. • Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit. • Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department • Put in place systems & procedures to ensure efficient management of the expenditure control function • Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration. • Coordinate and ensure effective and efficient management of audit intervention strategies. • Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches • Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements • Quarterly report on Procurement plan to National Treasury 	

- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act (Act 5 of 2000) and its regulations.
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Rural development and Land Reform
Period:	February 2015 – 30 November 2017
Position:	Chief Financial Officer of the department and its three entities and head of ALHA trading Account
Responsibilities:	<ul style="list-style-type: none"> • Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategies and annual performance plan and monitor performance against these targets • Provide support to the Head of the Department and line managers with regards to public finance matters. • Chair the National Bid Evaluation Committee • Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury • Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion. • Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit. • Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department • Put in place systems & procedures to ensure efficient management of the expenditure control function • Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration. • Coordinate and ensure effective and efficient management of audit intervention strategies. • Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches • Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements • Quarterly report on Procurement plan to National Treasury • Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act

(Act 5 of 2000) and its regulations.

- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Manage R10.1 billion budget and provide support to 9 complex Programmes of the department. Manage finance staff in our offices in 9 provinces (total staff complement in finance 601 and have 3 Trading Entities that I exercise oversight over while heading one of these entities.

Now managing the Agri-parks project that is being implemented by the three spheres of the Government with our department funding the project to the tune of R2 billion per annum for the next 10 years.

Developed and implemented the centralization of procurement for the whole country and develop procurement strategies to enhance service delivery

Obtained a clean audit for the entity that I head and an unqualified audit for the department and the Trading entity

Company:	Driving License Card Account
Period:	October 2012 – November 2014
Position:	Chief Executive Officer/Chief Financial Officer

Responsibilities:

Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the Introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting – actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting - in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure

- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.

Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arose out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grow to over R140 million within the 18 months that I was at the helm.

Company:	National Regulator for Compulsory Specification
Period:	August 2010 – September 2012
Position:	Finance Manager

Responsibilities:

Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter - this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

Operational finance

- Monthly financial reporting – actuals and forecasts including variance analysis
- Management reporting
- Financial reporting - in terms of modified cash
- Financial statement analysis & interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium term expenditure framework and estimates for national expenditure

- Annual levy increase negotiations with Industry

Company:	Driving License Card Account
Period:	October 2012 – November 2014
Position:	Chief Executive Officer/Chief Financial Officer
Responsibilities:	
Strategic finance	
<ul style="list-style-type: none"> • Develop strategies and monitor performance for the entity • Develop and execute of the transfer management plan for card production facility • Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers • Drive the implementation of the transfer management plan • Project management for the introduction of the new driving license card • Implement and monitor good corporate governance for the entity 	
Operational finance	
<ul style="list-style-type: none"> • Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval • Presentation of financial reports to EXCO and Audit Committee • Monthly financial reporting – actuals and forecasts and cash flow management • Annual & Interim Financial Reporting - in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation • Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments • Drafting financial policies and procedures, Implement & monitor internal controls • Manage medium and Long-term financial planning of the entity • Preparation & Planning of annual regularity audit • Negotiation of contracts with major customers • Monitor compliance with policies, corporate governance and government legislations • Preparation of medium-term expenditure framework and estimates for national expenditure • Determine staff needs, appoint, train and manage staff and monitor staff performance • Risk and fraud management reporting • Monitoring the performance on production and delivery of driver's license card, • Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres 	
<p>DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.</p> <p>Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arose out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process</p>	

that requires leadership with character, determination and integrity.

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Company: National Regulator for Compulsory Specification

Period: August 2010 – September 2012

Position: Finance Manager

Responsibilities:

Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
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- Implementation of the above components, reporting, evaluation and monitoring thereafter - this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
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- Monthly financial reporting – actuals and forecasts including variance analysis
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- Financial reporting - in terms of modified cash
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- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Annual levy increases negotiations with industry

Company:	Exxaro Limited
Period:	November 2007 – July 2010

Position:	Group Financial Accountant
Responsibilities:	<ul style="list-style-type: none"> • Month-end closure • Monthly financial reporting – actuals and forecasts • Management reporting • Rolling forecasts • Preparation and monitoring of budgets • Preparation of interim and year-end financial statements • Preparation of tax packs • Analysis of expenditure for tax purposes • Accounting services to support corporate services departments • Value adding cost control services • Supervise staff • Implement & monitor Internal controls • Assist in ad-hoc assignments • Liaise with Internal and external auditors • Liaise with external customers

Company:	Metal Industries Benefit Fund Administrators
Period:	March 2006 – October 2007
Position:	Head of Accounting department
Responsibilities:	<ul style="list-style-type: none"> • Month-end closure • Review general ledger reconciliations • Review vat returns and compile tax returns • Maintains fixed assets register • Prepare and monitor budget • Supervise 7 accounts clerks • Manage debtors and creditors accounts • Implement & monitor internal controls • Assist in ad-hoc assignments • Prepare financial statements in accordance with International financial reporting standards • Liaise with Internal and external auditors

Company:	Mpumalanga Economic Empowerment Corporation
Period:	June 2003 – February 2006
Position:	Financial Accountant
Responsibilities:	<ul style="list-style-type: none"> • General ledger to trial balance • Month-end closure of all modules • General ledger reconciliation • Prepare vat returns • Maintain fixed assets register

- Prepare and monitor budget
- Supervise 5 accounts clerks
- Implement & monitor internal controls
- Prepare financial statements
- Liaise with internal and external auditors & external customers

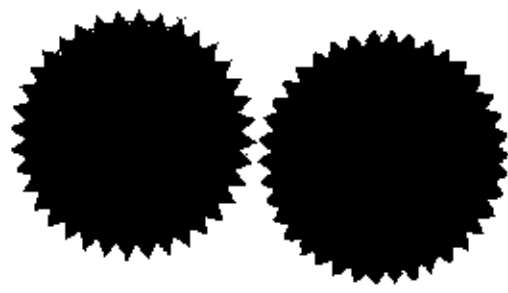
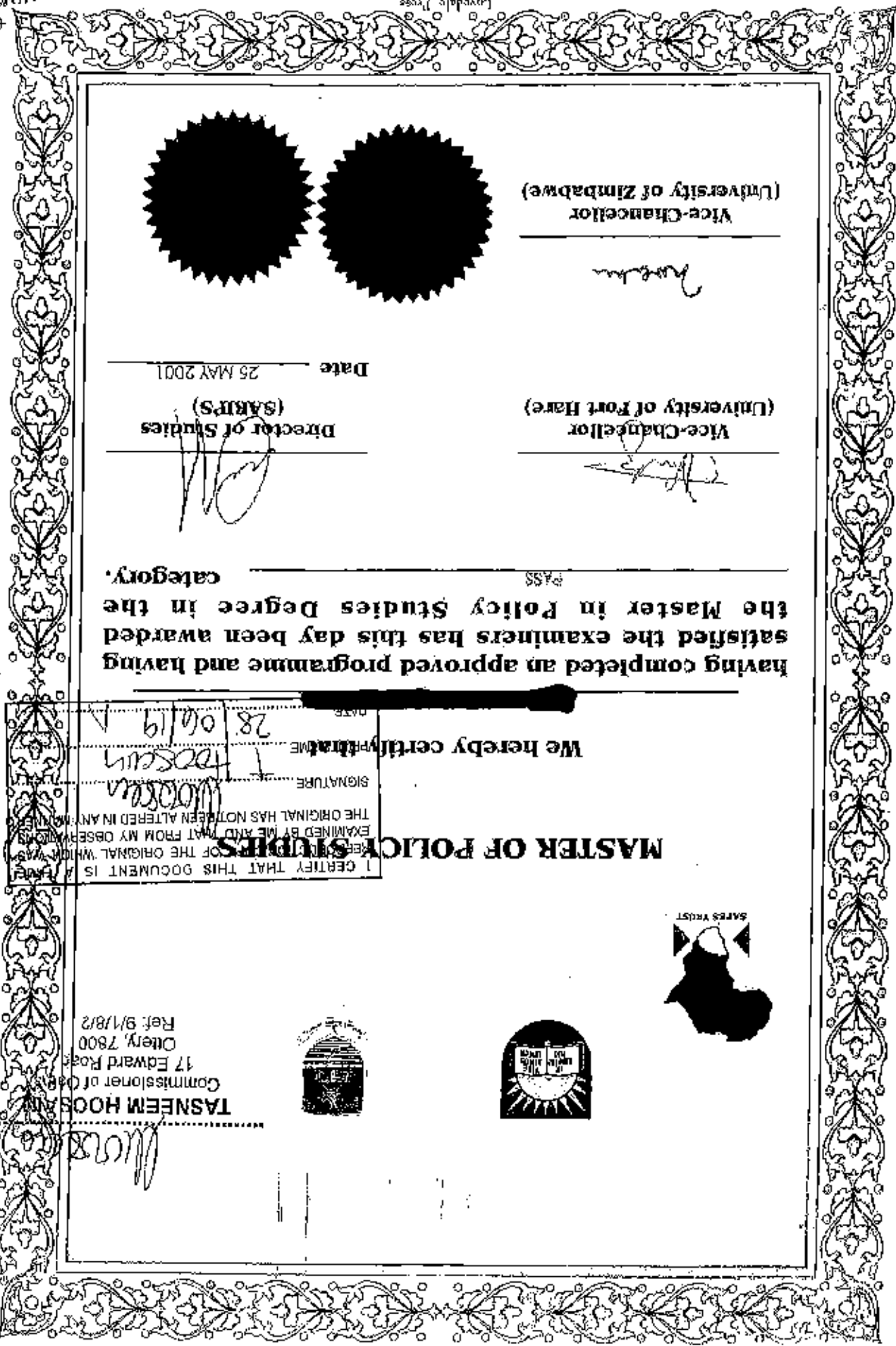
Company:	Auditor General
Period:	October 1999 – May 2003
Position:	Training – TIPP
Responsibilities:	
<ul style="list-style-type: none"> • Planning the audit • Evaluating systems in general • Evaluating audit risk • Perform test of controls & substantive test • Evaluate the results of audit tests • Reporting • Analysing financial statements • Evaluating impact of computer on controls • Review of employees tax computation • Review of vat returns 	

Company:	Grlnaker Precast
Period:	November 1997 – September 1999
Position:	Accounts Clerk
Responsibilities:	
<ul style="list-style-type: none"> • Process creditors invoices • Reconciling creditors accounts • Prepare raw materials usage reports • Process & reconcile production reports • Perform monthly stock take • Petty Cash 	

References	
Mashile Mokono	Department of Women, Youth and People with Disabilities
Position	Advisor to Minister Maite Nkoana-Mashabane
Tel	079 084 1374
Sam Vukela	Department of Public Works and Infrastructure
Position	Director General
Tel	064 860 3389
Phuti Mabelebele	Department of Agriculture, Land Reform & Rural Development
Position	Communications
Tel	076 402 7521

4

University of Zimbabwe



Vice-Chancellor
(University of Zimbabwe)

[Signature]

Date 25 MAY 2001

Director of Studies
(SARPS)

[Signature]

Vice-Chancellor
(University of Fort Hare)

[Signature]

having completed an approved programme and having satisfied the examiners has this day been awarded the Master in Policy Studies Degree in the category.

I CERTIFY THAT THIS DOCUMENT IS A TRUE COPY OF THE ORIGINAL WHICH WAS EXAMINED BY ME AND THAT FROM MY OBSERVATION THE ORIGINAL HAS NOT BEEN ALTERED IN ANY MANNER.

SIGNATURE: *[Signature]*

DATE: 28/06/19

We hereby certify that

MASTER OF POLICY STUDIES

TASNEEM HOOSAIN
Commissioner of Ombudsman
17 Edward Road
Clerk, 7800
Ref: 9/1/82



[Signature]

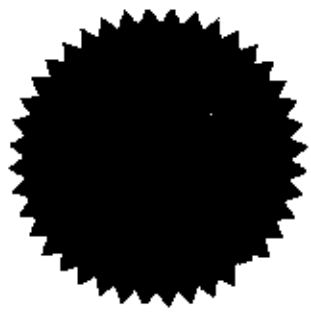
MW

Registrar

M. H. Hoosain

Dean

T. H. Hoosain



PROFORMA

Vice-Chancellor

[Signature]

on 10 May 1991

at a congregation of the University

DATE	<i>28/05/91</i>
PRINT NAME	<i>T. Hoosain</i>
SIGNATURE	<i>[Signature]</i>

I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION/COPY OF THE ORIGINAL WHICH WAS EXAMINED BY ME AND THAT FROM MY OBSERVATIONS THE ORIGINAL HAS NOT BEEN ALTERED IN ANY MANNER

Bachelor of Arts

having complied with the requirements of the Statute and Statutes, was admitted to the degree of



We certify that

TASNEEM HOOSAIN
Commissioner of Oaths
17 Edward Road
Ottens, 7800
Ref: 9/118/2

[Signature]



University of South Africa

WHT

REGISTRAR

N. S. Hunt
 DEAN OF THE FACULTY OF ARTS

 VICE-CHANCELLOR

David S. Henderson

GRAHAMSTOWN,
 17 APRIL 1993

DATE	28/06/19
PRINT NAME	TASNEEM HOOSAIN
SIGNATURE	<i>Tasneem Hoosain</i>
I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION/COPY OF THE ORIGINAL WHICH WAS EXAMINED BY ME AND THAT FROM MY OBSERVATIONS THE ORIGINAL HAS NOT BEEN ALTERED IN ANY MANNER	

HIGHER DIPLOMA IN JOURNALISM
 (POST-GRADUATE)
 HAS COMPLETED THE REQUIREMENTS FOR THE

THIS IS TO CERTIFY THAT

HIGHER DIPLOMA IN JOURNALISM
 (POST-GRADUATE)
 RHODES UNIVERSITY

TASNEEM HOOSAIN
 Commissioner of Oaths
 17 Edward Road
 Orlery, 7800
 Ref. 9/1/812

Tasneem Hoosain



WAFU

Examination Board
Faculty of Education
University of Zimbabwe
P.O. Box MP 111, Mt Pleasant
Harare, Zimbabwe
Tel: 00263 021 22267
Fax: 00263 021 22267

80%+ Distinction
70% - 79% Merit
50% - 69% Pass
40% - 49% Fail/Supplementary award
0% - 39% Fail/Repeat

*Class of Pass

Overall Degree Mark	Overall Degree Class
63%	Pass
Courses	
Code	Mark %
MPS 702	67
MPS 703	71
MPS 704	62
MPS 705	54
MPS 708	60
MPS 706	63
Class	Pass
Pass	Pass
Merit	Pass
Pass	Pass
Class	Pass

Policy Research Project/Dissertation
Social Policy
Gender Issues in Policy Making
Regional Integration and Cooperation
Economic Analysis and Development
Governance and Policy Making

Student: [REDACTED]

1997/1999 Coursework and Examination Results

Master of Policy Studies



REGIONAL OFFICE: 4 Deary Avenue, Belgavia, Harare, Phone: 252962/3/5, 732246, 732267
 Fax: 252964 Telex: 26464 AAPSZW
 P. O. Box MP 111 Mount Pleasant, Harare: ZIMBABWE
 E-mail: Administrator@sarips.co.zw

SOUTHERN AFRICAN REGIONAL INSTITUTE FOR POLICY STUDIES

PROGRAMME MANAGER

M. King

DATE

[Redacted]

HEAD OF DEPARTMENT

H. King

[Redacted]

for the month of

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that alterations have been made to it
should be retained by the person
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in the category

for the programme

has been conferred upon

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AWARD**

This is to certify that the





Nelson Mandela Metropolitan University

This is to certify that, all the requirements having been met, the degree

[REDACTED]

(SA Politics and Political Economy)

with all the associated rights and privileges, was conferred upon

[REDACTED]
[REDACTED]

at a congregation of the Nelson Mandela Metropolitan University on

[REDACTED]

[REDACTED]

CERTIFY THAT THIS DOCUMENT IS A TRUE COPY OF THE ORIGINAL AND THAT NO VISIBLE EVIDENCE CAN BE SEEN THAT THE ORIGINAL HAS BEEN CHANGED BY AN UNAUTHORISED PERSON

SIGNATURE: *[Signature]* DATE: *2019-07-22*

RANK: _____

EX OFFICIO COMMISSIONER OF OATHS
SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA)

[Signature]
Vice-Chancellor

[Signature]
Registrar

Night Editor: 2001-2003, Morning Live. Amongst I was responsible for commissioning news inserts and coordinating the appearance of guests on the morning current affairs programme.

Assignment Editor: 1999-2001. This work amongst others included co-ordinating television news coverage for the terrestrial channels, which incorporated assigning, briefing and debriefing journalists, executive producers and studio operations.

Journalist: 1995-1999. Duties included reporting on local government post the local government elections and general news.

Teacher: 1992-1995, Marumofase High School, Indermark.

REFERENCES

Television News Editor, SABC News

Director-General, Department of Science and Technology

Former Director-General, Department of Education

2002. Nelson Mandela Metropolitan University (formerly University of Port Elizabeth). Graduated with an MPhil on South African Politics and Political Economy. The title of my thesis was "Urban Renewal Strategies for Johannesburg: A case study of Alexandra".

BA(Ed), 1991. University of Venda, majoring in Education, History and Psychology.

Matric, 1987. Litshovhu Secondary School, Madombidzha Village, Sinthumule.

WORK HISTORY

Executive Manager: Corporate Affairs, Transnet: November 2018 to date. Developing strategic communication initiatives for Transnet with regards media and public relations, stakeholder engagement, internal communication, branding and marketing.

Deputy Director-General: Institutional Planning, Department of Science and Technology, 2015-2018. Duties include developing and tabling the Department's Annual Report, the Annual Performance Plan and Strategic Plan, as well as overseeing the communication unit, enterprise risk management, internal audit and Ministry.

Acting Deputy Director-General: Institutional Planning and Support: Department of Science and Technology, 2014 to 2015. Duties include developing and tabling the Department's Annual Report, the Annual Performance Plan and Strategic Plan, as well as overseeing the communication unit, enterprise risk management, internal audit and Ministry.

Acting Head of Ministry: Department of Science and Technology, 2011-2012. Duties included providing the Minister with support for her political office, parliamentary support and administrative support. In the period, 2011- 2012 I was Chief Director: Science Communication and also Acting Head of Ministry.

Chief Director: Science Communication, Department of Science and Technology, 2010 to 2012. Duties include providing strategic direction with regard to the communication strategy of the Department and liaison with stakeholders, including the entities reporting to the Minister.

National TV News Editor: 2006 to 2010, SABC Television, Johannesburg. Duties included the coordination of news gathering operations for television news and current affairs, and the national coverage of special events such as elections, presidential inaugurations, the opening of Parliament, and the celebration of national days.

Director: Media Liaison, Ministry of Education, 2004-2006. Ministerial spokesperson to the former Minister of Education, Mrs. GNM Pandor.

Executive Producer: 2003-2004. Duties included producing Television News bulletins news at 17:30 and special events like the 2004 elections in Kwazulu-Natal.

Postgraduate Certificate in Executive Management, 2013. Public Administration Leadership and Management Academy (PALAMA) and Vaal University of Technology. The programme covered policy formulation and implementation, strategic human resources, project and programme management, and financial management.

EDUCATION

Administrative support, branding, special events, executive management, financial management, human resources, leadership, knowledge of local, provincial and national government, marketing, media liaison, risk management enterprise, producing, public relations, governance, reporting, strategy, television and radio.

SKILLS

Date of birth: [REDACTED] Place of birth: [REDACTED]
Province, South Africa. Identity number: [REDACTED]

PERSONAL INFORMATION

I am a self-motivated, committed person with excellent people management and interpersonal skills. I have strong organisational skills, a firm sense of responsibility and the capacity to work successfully under pressure. Further, I am able to relate to a wide range of stakeholders such as, academia, researchers, research institutions, media, all spheres of government and their entities including non-governmental organisations. In addition, I possess project management skills having successfully undertaken a variety of team projects in my various portfolios such as coordinating elections at SABC while I was Television News Editor, launch of the Square Kilometre Array project and development of Strategic Plans and Annual Performance Plans for the Department of Science and Technology.

PROFESSIONAL SUMMARY

Address: [REDACTED] e, [REDACTED] Road, [REDACTED] Roodepoort, [REDACTED]
[REDACTED] or [REDACTED] email: [REDACTED]
[REDACTED] mobile: [REDACTED]

Summary: Joined this medium size Audit firm in May 1987 as Audit Manager. Assumed total responsibility of the Audit Corporate Division client base. I was admitted as a Partner in 1989. Responsible for the audit of Local Governments, Sports Clubs and Public Listed Companies in the manufacturing and retail sectors. Performed internal audit and served on audit committees for several government organizations.

Period: 1987-1992

Position: Audit Manager/Partner

Employer: 

Summary: Joined Ernst & Young, Cape Town in their Management Consulting Division in June 1993 as a Senior Consultant. Responsible for the development of business plans, management advisory service and business process improvements to the Department of Education, Groote Schuur Hospital and Department of Public Works. Also involved in process improvement consulting and corporate advisory service to several other small / medium enterprises.

Period: 1993 to 1995

Position: Senior Consultant

Employer: 

Employer: [REDACTED]
Position: Audit Supervisor
Period: 1982-1986
Summary: Served my articles at the Cape Town Office of Ernst & Whinney and was promoted to the position of Audit Supervisor in 1985. Responsible for audits from the planning phase to the reporting stage and giving inputs to improve the Practice.

Employer: [REDACTED]
Position: Sub Accountant
Period: 1979-1982
Summary: Commenced as a Credit Controller and progressed to the position of Sub-Accountant. Assumed responsibility for refinery stock and exports.

Employer: [REDACTED]
Position: Assistant Accountant
Period: 1976-1979
Summary: Commenced as Credit Clerk and progressed to the position of Assistant Accountant. Assumed responsibility for monthly management accounts and year end accounts to trial balance.

Note: For the period 1973 to 1976, I was employed as an accounting clerk in Durban.



Curricu



<p>OTHER - PREVIOUS ROLES</p>	<p>2005 - Gauteng Department of Finance and Economic Affairs Inspector (Assistant Director level)</p> <ul style="list-style-type: none"> Investigated and inspected premises to ensure compliance with legislation of Liaised with law enforcement agencies with regards to the identification of fraudulent license. 	<p>2004 - 2005 National Prosecuting Authority of South Africa: DSO ("Scorpions") Special Investigator / Acting Unit Head</p> <ul style="list-style-type: none"> Criminal profiling and investigation, and dissemination of crime intelligence Project management relating to surveillance, search and seizure, crime Read analysis, and prepared cases for prosecution. Researched new technologies, forensic methodologies and procedures 	<p>2003 - 2004 Capecola - Dedic Attorneys Legal Office Manager</p> <ul style="list-style-type: none"> Managed office correspondence; drafted legal and court documents; advise clients and respond to complaints; negotiate settlements on behalf of clients; reported to partner of firm Handled debt collection, investigation and rescission of judgments; communicated with attorneys and advocates Liaised with financial institutions and legal departments 	<p>1998 - 2002 Department of Education Teacher</p> <p>(01/04/98 - 01/04/02) Willow Creek Secondary Eldorado Park Secondary Caverdish Primary Sanderaville Secondary Weedbury Secondary</p> <p>(01/07/96 - 31/01/97) (01/02/97 - 31/12/97) (17/01/88 - 31/03/88) (01/04/88 - 31/01/97)</p> <p>Additional part-time position South African Democratic Teachers Union, Eldorado Park Branch Deputy Chairperson (Legal Desk) 1999 - 2000</p> <ul style="list-style-type: none"> Assisted union members with disciplinary hearings, manage legal matters at branch level, and maintain records relating to disputes 	<p>1995 - 1998 Gauteng Department of Education Members of Rand College Advisory Panel to Office of M.E.C.</p> <ul style="list-style-type: none"> Advised MEC on matters connected to the institution, which included making recommendations on the scrapping and eradication of discriminatory policies and practices.
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[REDACTED]
Chairperson: Free State Provincial Cluster Audit Committee

[REDACTED]

[REDACTED]

Pretoria

[REDACTED]

BALU Building

Chairperson: Information Regulator

[REDACTED]

References

Institute of Directors (IOD): Members of the IOD - Expired

Office of Peace: JMPD - Expired

Commissioner of Oath: S.A. Government - Expired

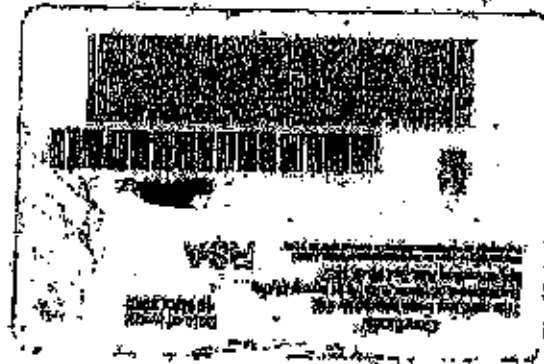
Top Secret Security Clearance: National Intelligence Agency (NIA) - Expired

ASIS (International Security Association) - Expired

ACFE (Association of Certified Fraud Examiners) - Expired

I/A (Institute of Internal Auditors) - Expired

Status of Affiliation



CONFIDENTIAL
2019-05-10
CERTIFIED A TRUE COPY OF THE ORIGINAL
BEFORE ME IN WITNESS WHEREOF I HAVE
HEREBY SET MY HAND AND SEAL OF OFFICE
ON THIS 10TH DAY OF MAY 2019

COMMISSIONER OF OATHS
TUDU MONTJA
LEGAL ADVISER
CITY OF JOHANNESBURG
188 CIVIC BOULEVARD
BRAAMFONTEIN, 2017



SECRET



Director
Johannesburg Date: 24 MARCH 2007

Musibane Moko

DATE / Datum
2017-03-10
CERTIFIED A TRUE COPY OF THE ORIGINAL
GEBESERTIGER N. WARE AFSKRIF VAN DIE
OORSPRONKLIKE

Accepted and participated in the above programme during the period
24 JANUARY 2007 - 24 MARCH 2007



This is to certify that

COMMISSIONER OF OATHS
LEOU MONTJA
LEGAL ADVISER
CITY OF JOHANNESBURG
158 CIVIC BOULEVARD
BRAAMFONTEIN, 2017

CITY POWER JOHANNESBURG
LEADERSHIP DEVELOPMENT
PROGRAMME I

GRADUATE SCHOOL OF
BUSINESS ADMINISTRATION

FACULTY OF COMMERCE, LAW &
MANAGEMENT
UNIVERSITY OF THE WITWATERSRAND
JOHANNESBURG

Certificate of Attendance

SECRET



Registrar
Thugh Khumora



100-Chancellor
[Signature]

and that the degree was awarded in the second class division two
on 14 December 2015

Bachelor of Commerce Honours Specialising in Information Systems

was admitted to the degree of

[Redacted Name]

We certify that

BRAAMPONTEIN, 2017
158 OLIVÉ BOULEVARD
CITY OF JOHANNESBURG
LEGAL ADVISER
LEON MONTJA

[Signature]
COMMISSIONER OF OATHS



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GEBRUIK GEMAK EN WARE AFSKRIF VAN DIE
OORSPRONKLIKE
2019.05.10
Date / Datum

SECRET

SECRET



Certificate of Completion

is hereby granted to:

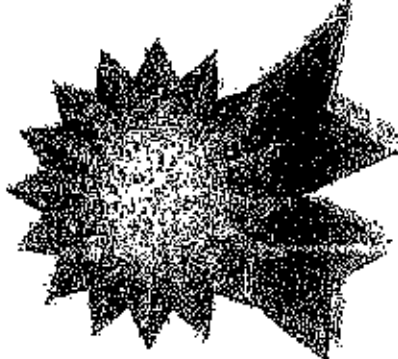


CERTIFIED TRUE COPY OF THE ORIGINAL
ISSUED BY THE IN WARE AS SKRIF IAN DIE
FOR SPRTONKUC
Date: 05.10

to certify that they have completed to satisfaction

IRIMS

Granted: April 21, 2006



Craig DuBoisy
Training Instructor

COMMISSIONER OF GAMES

LEON MONTANA

LEGAL ADVISER
CITY OF JOHANNESBURG
158 CIVIC BOULEVARD
BRAAMFONTEIN 2017

Legal Adviser

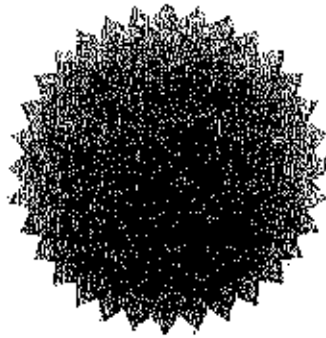
[Signature]

President

[Signature]

Vice-Chancellor

[Signature]



at 58 September 2009

as a consequence of the University

BACHELOR OF LAWS

having complied with the requirements of the Higher Education Act
and the Institutional Statutes, was admitted to the degree of



On this day

UNIVERSITY OF SOUTH AFRICA
CERTIFIED TRUE COPY OF THE ORIGINAL
REGISTERED IN THE DEPARTMENT OF EDUCATION
2019

UNIVERSITY OF SOUTH AFRICA

UNISA



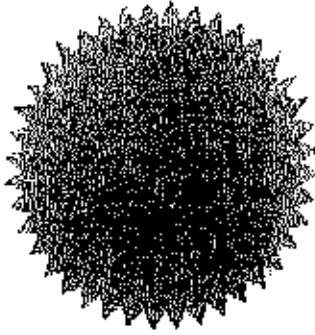
COMMISSIONER OF OATHS
LEGAL ADVISER
DEPT OF JOHANNESBURG
188 CIVIC BOULEVARD
BRAAMFONTEIN, 2017

SECRET

University of the Western Cape
Department of Law
Private Bag 14
Bellville 7535
South Africa
Tel: +27 21 959 1111
Fax: +27 21 959 1112
www.uwc.ac.za

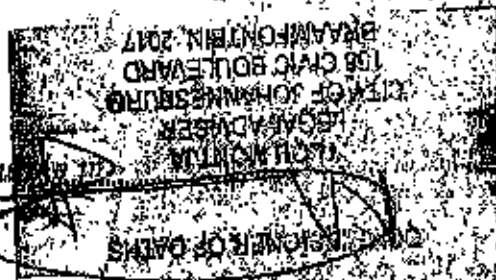
RECTOR

Deputy



Vice-Chancellor

on 26 May 2004
at the graduation of the University

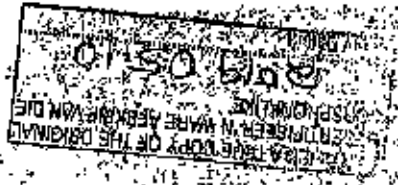


BACHELOR OF LAW

having complied with the requirements of the Act and Statute of the University of South Africa, was admitted to the degree of



We certify that



UNIVERSITY OF SOUTH AFRICA

SECRET

THE INSTITUTE OF INTERNAL AUDITORS SOUTH AFRICA



bestly regards to

[Redacted Name]

this

Certificate of Continuing Professional Development

for successful completion of

RISK BASED ADDING

8-4 AUGUST 2010

COMMISSIONER OF OATHS
100 MONTANA
LEGAL ADVISER
CITY OF JOHANNESBURG
158 CIVIC BOULEVARD
BRAAMFONTEIN, 2017

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(ESBETJIPHEER IN WANG AFSKRIF VAN DIE
OORSPRONKELIKE
2019 05 10
Date / Datum

The Institute extends its congratulations to the recipient for having demonstrated commendable initiatives in the pursuit of continuing professional development.

Issued under the auspices of The Institute of Internal Auditors South Africa.

[Signature]

Chief Executive Officer



SECRET

IN THE HIGH COURT OF SOUTH AFRICA

(MTWATERSRAND LOCAL DIVISION) 59/25417

JOHANNESBURG - due 28th day of OCTOBER 20 09

CERTIFIED A TRUE COPY OF THE ORIGINAL
GESEKTRIFIEER N WARE AFSKRIF VAN DIE
OORSPRONKELIKE
2019.05.10
Date/ Datum

Before the Honourable [redacted]
and the Honourable [redacted]

IT APPEARING THAT

[redacted]

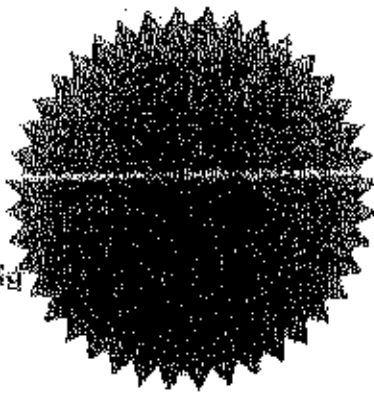
in duly qualified to practice and to be admitted as

ADVOCATE

of this Court, it is hereby ordered that the/they

name be enrolled as such by the proper officer.

By Order of the Court.

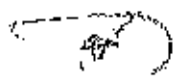


Enrolled same day

Register

COMMISSIONER OF DATHS
FLOU-MONTE
LEGAL ADVISER
CITY OF JOHANNESBURG
158 CIVIC BOULEVARD
BRAAMFONTEIN, 2017

Register



14/10/2014
Date

Dean
Faculty of Social Sciences



Mr P F Hansen
Head of Department
Public Safety Management

[Handwritten signature]

[Handwritten signature]

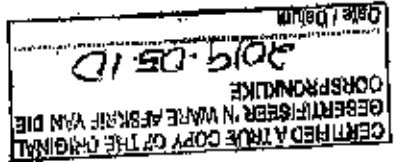
COMMISSIONER OF OATHS
 TLOU MONTJA
 LEGAL ADVISER
 CITY OF JOHANNESBURG
 168 CIVIC BOULEVARD
 BRAAMFONTEIN, 2017

[Handwritten signature]

Investigation of Crime
 Research Methodology
 Research Communication
 Management
 Criminal Law
 Criminal Procedure
 Law of Evidence

Consisting of the following:

Has completed the first part of the
academic programme in Policing



[Redacted]

Identify number

[Redacted]

This is to certify that

CERTIFICATE OF ATTENDANCE

University of Technology
of Technology



SECRET

138898



31 MAY/MAY 2007
JOHANNESBURG
ID 7303295074003

Registraar/Registrar

[Handwritten signature]

Dekaan Registraar/Dekan Law

[Handwritten signature]

by goetshied van 'n kongreësie van die Universiteit
at a congregation of the University



(NKR 7 - Tydsduur een semester) met al die regte en voorregte daarvan verkonde
in aansluiting van die Universiteit toegestaan is aan
with all its associated rights and privileges in accordance with the Statute of the University
has been awarded to

Volvoeningsbestuur Compliance Management

met studiering with field of study

EXTRACURRICULARE DIPLOMA BUTEKURRIKULERE DIPLOMA

Die Raad en Senaat van die UNIVERSITEIT VAN JOHANNESBURG
The Council and the Senate of the UNIVERSITY OF JOHANNESBURG
verklaar hiermee dat die bylaes hierby sertifiseer dat die

UNIVERSITY OF JOHANNESBURG



IDENTIFIED A TRUE COPY OF THE ORIGINAL
GEBRUIKERS ALWAS AFSCRIF VAN DIE
DOKUMENT
2007.05.10

COMMISSIONER OF OATHS
LEGAL ADVISER
CITY OF JOHANNESBURG
158 CIVIC BOULEVARD
BRAAMFONTEIN, 2017

SECRET

3 2 2 5

Black, Female, South African

Race, Gender & Nationality:

Mobile:
E-mail:



Career Profile of Yonama Parria CA (SA)

SECRET

10. I serve as a member of the Department of Trade and Industry's Companies Tribunal - Pretoria
(Appointed: April 2017)

11. I serve as a member of the Construction Industry Development Board (CIDB)
(Appointed: January 2018)

12. I serve as a member of Iembe District Municipality's Audit Committee
(Appointed: February 2018)

Membership

- South African Women Lawyers Association (SAWLA)
- Black Lawyers Association (BLA)
- Businesswomen's Association of South Africa (BWASA)
- Durban Chamber of Commerce & Industry (DCCI)
- Institute of Directors (IODSA)
- Conflict dynamics
- Centre for Effective Dispute Resolution (CEDR)

References

[REDACTED]
Municipal Manager: City of Umhlatuze

Adv. Siza Mthethwa

General Manager: Supply Chain Management
KZN Provincial Treasury
Cell: [REDACTED]

Mr. Sifiso Msoni

Shepstone & Wylie Attorneys/ former Deputy Chair, Black Lawyers Association
Durban
Cell: [REDACTED]

Kwazulu-Natal Law Society

OFFICE OF THE DIRECTOR

1ST FLOOR, 200 HOUSEN HARFEJEE STREET
(formerly BERG STREET)
P.O. BOX 1454
PIETERMARITZBURG 3200
FAX: 086-555-9625 or 033 3949544
DX: 25
TELEPHONE: 033 3451304
E-mail: mary@lawsoc.co.za
Website: <http://www.lawsoc.co.za>



Please Quote Our Reference

YOUR REF :
OUR REF :

Manager Regulatory Affairs of the Kwazulu-Natal Law Society, do hereby certify that: -

1. It appears from the Society's records that: -

[Redacted] (Practice no. [Redacted])

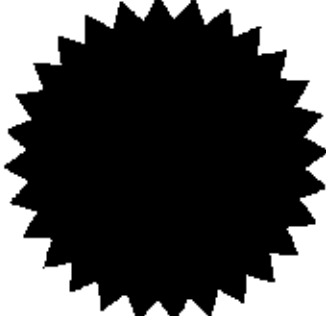
is a registered firm of attorneys with the Society.

2. As far as the Society is aware, no Order of Court striking the name of any director off the Roll of Attorneys or suspending any of them from practising as attorneys is in operation in respect of them.

3. No proceedings are pending by the Kwazulu Natal Law Society to strike the name of any director of the firm off the Roll of Attorneys or to suspend any of them from practising as attorneys.

Dated at Pietermaritzburg this 12th day of February 2018.

[Redacted signature area]



N.B This Certificate is not official unless it bears the Law Society stamp embossed thereon.

I.D. No. [REDACTED]



S. A. BURGER'S A. CITIZEN

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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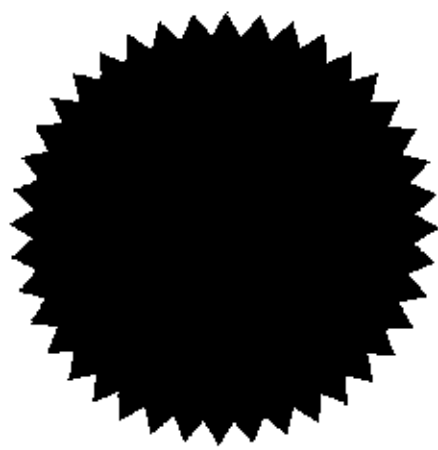
201-11-28

201-11-28

Handwritten notes and signatures at the bottom left.

Handwritten numbers and text at the bottom right.

Executive Dean:
College of Economic
and Management Sciences



UNISA
UNIVERSITY OF SOUTH AFRICA
CENTRE FOR
ECONOMIC AND
MANAGEMENT SCIENCES
PO BOX 17003
SUNNYBEE 1500
JURIDE

Head, Department of
Transport Economics
and Logistics



ROAD TRANSPORT MANAGEMENT

*having satisfied the relevant requirements,
is hereby granted the certificate in*



This is to certify that

Department of Transport Economics and Logistics

UNIVERSITY OF SOUTH AFRICA

UNISA



Secret

DEPARTMENT OF
 HUMAN SETTLEMENTS, DEVELOPMENT
 AND LOCAL GOVERNMENT
 111, SOUTH AFRICAN
 HOUSE OF PARLIAMENT
 CAPE TOWN 8001
 REPUBLIC OF SOUTH AFRICA
 (021) 460 8200
 (021) 460 8201
 (021) 460 8202
 (021) 460 8203
 (021) 460 8204
 (021) 460 8205
 (021) 460 8206
 (021) 460 8207
 (021) 460 8208
 (021) 460 8209
 (021) 460 8210
 (021) 460 8211
 (021) 460 8212
 (021) 460 8213
 (021) 460 8214
 (021) 460 8215
 (021) 460 8216
 (021) 460 8217
 (021) 460 8218
 (021) 460 8219
 (021) 460 8220

Lecturer: Development Studies

[Redacted Name]

W. A. M. M. M.

Yours faithfully

- Integrated urban planning
- Integrated urban development
- Urban development policy and strategy
- Housing policy in South Africa
- Informal settlements
- Rural, urban migration
- Civil society and local government
- Urbanisation
- Theory of participation
- Community development
- Sustainable development
- Land reform

The following elements were dealt with in the course:

It is hereby certified that Mr T.O. Msetweni, Student number 9705706
 completed his undergraduate studies in Development Studies 1, 2, and 3 at this
 University during 2001.

TO WHOM IT MAY CONCERN

18 July 2002

RAND AFRIKAANS UNIVERSITEIT
 Telegraphic address: RandU
 Telex 424526 SA
 Telephone (011) 489 2911
 Fax (011) 489 2191



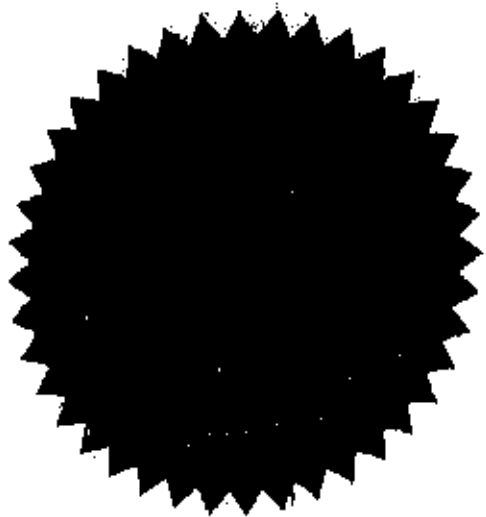
RAND AFRIKAANS UNIVERSITEIT
 Auckland Park Johannesburg
 Republic of South Africa
 P O Box 524
 Johannesburg 2000

Secret

1/12



00043332



Registrar

Handwritten signature

Handwritten signature

Handwritten signature

DATE: 08/08/2017

REGISTRATION NO: 00043332

UNIVERSITY OF PRETORIA

Vice-Chancellor and Principal

Handwritten signature

On behalf of the Council and Senate

in terms of the Higher Education Act, 1997 and the
Statute of the University



with all the associated rights and privileges was conferred on

Information Technology

in

Doctor of Philosophy

The Council and Senate hereby declare that
at a congregation of the University the degree

University of Pretoria



secret



secret

(13)

78 Westmoreland Str

Kensington

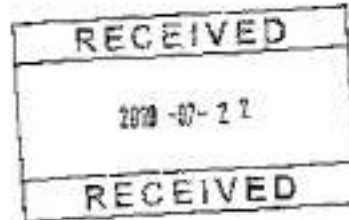
2094

Head: Human Resources

GCIS

Pretoria

17 July 2019



Dear Sir

Re: Application to the Post of Director General -Government communication and Information System (GCIS) reference 3/1/5/1-19/43

I herewith submit my application for the vacant post of the Director General of GCIS, which appeared in the Sunday Times dated 14 July 2019. Attached in this application letter is my completed Z83 Application Form, Curriculum Vitae, and my academic certificates.

I have been working in the public service for the last 24 years. Of these years, I have served 20 years at an SMS level (senior management rank). I hold a Degree in Public Administration (B Admin) and a Master's Degree in Public Administration (MPA), both of which I obtained through the University of South Africa (UNISA). I also possess a Certificate in Public Sector Finance and a Certificate in Strategies of Public Relations and Communications. I have also acquired a one-year (1979) of political training in the then Soviet Union now referred to as Russia.

After the unbanning of the African National Congress, public service became a natural progression in serving the people of South Africa. I joined the public service at the Provincial level in the communication environment in May 1994 and appointed on a permanent position of an Assistant Director in September 1995. Subsequently, around 1997 was appointed as a Deputy Director: Administration still in the Premier's Office.

In May 1998 I was appointed as a Director: Finance (Level 13) at GCIS, and was then promoted to a Chief Financial Officer position in 2004 (level 14). In 2009, I was appointed as the Deputy Chief Executive Officer: Corporate Services (Level 15).

Over the years in the public service, I have acquired an in-depth understanding of communicating the work of government and the governance discipline of the public service.

Prior to joining the public service I worked for the ANC political machinery in exile for almost 7 years which made me gain a greater understanding of the policies of the ANC and mass organising.

As the Deputy Chief Executive Officer: Corporate Services from 2009, I have acquired an extensive understanding of public service governance issues. I form part of senior executive management of GCIS, which drives the strategic planning of the department. In my capacity as the Acting Director General of the department, I also put together the post Cabinet Statement and handle subsequent media queries.

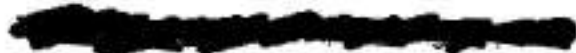
In August 2012, I was afforded an opportunity to be the Acting CEO of GCIS – a role that I performed until October 2014. This afforded me an opportunity to directly interact with the media as the Acting Cabinet Spokesperson. In February 2015, I was appointed to continue to serve as the Acting Cabinet Spokesperson until April 2016. On the 8 May 2017, I was again appointed as the Acting Director General of GCIS a position am still holding.

I am submitting this application to be considered for this post. I would avail myself should I be considered for an interview. My top secret security clearance is valid until March 2023 which I have attached a copy.

Regards

A large, dark, irregular scribble that completely obscures the signature and any text underneath it.

CURRICULUM VITAE



Phone [REDACTED]

Mobile: [REDACTED]

E-mail: [REDACTED]



Summary: [REDACTED] is the senior manager in the Public Service with 24 years' work experience in governance and communication. She has occupied this senior management position for over 21 years. Prior to joining government, her working career has been in the political unit of the African National Congress (ANC) in Mozambique and Swaziland. After the unbanning of the ANC, she joined the ANC Organising department and later its Department of Information and Publicity (DIP).

She has acquired an extensive understanding of public service governance issues and government policies and processes. She has an understanding of the laws governing the public sector such as the Public Service Act and Public Finance Management Act. She acquired work experience in both the provincial and national government communication environment.

She has developed systems and policies that enabled an effective public service corporate governance processes within Government Communication and Information System (GCIS). She was part of the team that developed the adopted Communication Policy of government. She holds a Degree in Public Administration and Masters Degree in Public Administration both obtained from the University of South Africa (UNISA) and a Certificate in Public Sector Finance from University of Stellenbosch. Whilst in exile, she went to the Political School for a year in the then

Soviet Union (Russia) wherein she also acquired knowledge on development communication. Ms Williams has a passion for the public service excellence.

CERTIFICATE: Public Sector Finance (University of Stellenbosch) 2008

DEGREE: Public Administration – BAdmin (Unisa) (1998)

MASTERS DEGREE: Public Administration MPA (Unisa) 2006

SHORT COURSES:

CERTIFICATE: Strategies for Public Relations and Communications (2012)

PFMA and Performance Management (University of Western Cape) 2000

Project Management 2001

Basic Accounting System (BAS) (National Treasury) 2004

Logistical Services Management System (Logis) (National Treasury) 2004

Tender Procedures (National Treasury) 2003

Handling media interviews: CNBC training Centre August 2012

EXPERIENTIAL TOUR:

Selangor, Malaysia: Management of equivalence of the Premier's office (1997)

SINGAPORE: Logistics and transport management (2002)

Acting: Director General: GCIS

08 May 2017 – to date

Duties:

- Serve as the Accounting Officer of the GCIS;
- Acted as the Cabinet Spokesperson after the post cabinet media briefings;
- In consultation with the Minister in Presidency and Cabinet Secretary, deals with all media queries relating to Cabinet;
- Sit in the Cabinet Committees and Cabinet, and compile the draft post Cabinet statement.
- Coordination of government communication across the spheres of government.
- Provide strategic leadership to the key deliverable of the work of GCIS;

- Communicate on matters that cut across more than one department;

DEPUTY DIRECTOR GENERAL: CORPORATE SERVICES

2016 APRIL – MAY 2017

Duties

- Oversee the implementation of both the IT and Human Resource strategies of the organisation.
- Oversees the performance monitoring and evaluation unit within the Project Management Office.
- Financial administration and budget administration.
- Procurement and auxiliary administration of the department

ACTING CABINET SPOKESPERSON

February 2015 – April 2016

Duties

- Compiled Cabinet statement for the Post Cabinet Media Briefing
- Sit in during the Cabinet committees and Cabinet;
- Deal with all media queries that emanate from the post cabinet media briefing;
- Deal with any media query that relates to the Cabinet matters

ACTING DIRECTOR GENERAL: GCIS

August 2012 - Oct 2014

Duties:

- Served as the Accounting Officer of the GCIS;
- Sit in Cabinet Committees and Cabinet and compile the Cabinet Statement
- Dealt with all media queries after the post Cabinet media briefing
- Co-ordinate government communication across departments
- Provide strategic leadership to the work of GCIS and communicated on matters that cut across more than one department

RESPONSIBILITIES

- CHAIRPERSON : NEWSLETTER COMMITTEE 2005 TO 2011
- MEMBER : POLICY DEVELOPMENT COMMITTEE – LETABA HOSPITAL
- MEMBER : BATHO PELE COMMITTEE – LETABA HOSPITAL
- MEMBER : BATHO PELE COMMITTEE – MOPANI DISTRICT DEPARTMENTAL COORDINATORS: 2004
- MEMBER : GOVERNMENTAL COMMUNICATORS FORUM, TZANEEN & MOPANI
- MEMBER : PROJECT MANAGEMENT TEAM – 2007 TO 2011
- MEMBER : TRANSPORT MANAGEMENT – 2007 TO 2011
- MEMBER : WORKPLACE COMMITTEE – 2008 TO 2011
- MEMBER : REVENUE COMMITTEE – 2006 TO 2011 SHORT COURSES
- TOTAL QUALITY MANAGEMENT WORKSHOP: 31 JANUARY TO 16 FEBRUARY 2007
- DIVERSITY MANAGEMENT : NOVEMBER 2007
- STRATEGIC MANAGEMENT AND LEADERSHIP WORKSHOP : JANUARY 2007
- LOCAL GOVERNMENT LEGISLATION : 2006
- COMMUNITY DEVELOPMENT : 2006
- PROJECT MANAGEMENT : 2006
- DELEGATION OF POWER : 2006
- EMOTIONAL INTELLIGENCE WORKSHOP : 29 – 30 AUGUST 2007
- BATHO PELE WORKSHOP : 2007
- SUPPLY CHAIN MANAGEMENT : 2007
- TRAINING THE TRAINER WORKSHOP : JANUARY 2007
- CHANGE MANAGEMENT AND LEADERSHIP : JULY 2006
- POLICY DEVELOPMENT WORKSHOP : JUNE 2006
- HOSPITAL GOVERNANCE : 2006
- RISK MANAGEMENT WORKSHOP : 2005
- PERFORMANCE MANAGEMENT SYSTEM : 2006
- CUSTOMER CARE EXPERIENCE : 2006
- INTERNATIONAL PROFESSIONAL COMMUNICATIONS : 2005
- DISASTER RISK MANAGEMENT : 2004
- TIME MANAGEMENT : 2008
- PUBLIC SECTOR PROTOCOL : 2009
- MANAGING WORKPLACE DISCIPLINE : 2004
- PERFORMANCE IMPROVEMENT : 2006

ACHIEVEMENTS

- CERTIFICATE OF EXCELLENCE ON SERVICE ELEMENT OF ACCESS TO CARE AND PATIENTS AND FAMILY RIGHTS TOWARDS THE ACCREDITATION OF LETABA PROVINCIAL HOSPITAL
- CERTIFICATE OF EXCELLENCE FOR OUTSTANDING PERFORMANCE IN COMMUNICATION MOPANI DISTRICT
- CERTIFICATE OF EXCELLENCE FOR OUTSTANDING PERFORMANCE OF HOSPITAL BOARD
- CERTIFICATE OF APPRECIATION IN CLEANEST TOWN 2002/3
- LIMPOPO PROVINCE MUNICIPAL PERFORMANCE EXCELLENT AWARD (VUNA) 2003

GENERAL

Enthusiasm, respect the views of others, flexible, hardworking, goal orientated, reliable, initiative, enjoys challenges and problem solving, assertive and always had a drive to work towards quality improvement and client satisfaction

REFERENCES

- 1. NAME OF CONTACT : [REDACTED]
POSITION : [REDACTED]
INSTITUTION : [REDACTED]
CELL : [REDACTED]

- 2. NAME OF CONTACT : [REDACTED]
POSITION : [REDACTED]
INSTITUTION : [REDACTED]
CELL : [REDACTED]

- 3. NAME OF CONTACT : [REDACTED]
POSITION : [REDACTED]
INSTITUTION : [REDACTED]
CELL : [REDACTED]
EMAIL : [REDACTED]

DECLARATION

I, [REDACTED] declare that all the information provided (including any attachments) is complete and correct to the best of my knowledge. I understand that any false information supplied may lead to my application being disqualified or my discharge if I am appointed

Signature: [REDACTED]

Date: 14/07/2019



We certify that

[REDACTED]

*having complied with the requirements of the Higher Education Act
and the Institutional Statute, was admitted to the degree of*

BACHELOR OF ARTS HONOURS
in Integrated Organisational Communication

*at a congregation of the University
on 17 May 2019*

[REDACTED]
UNISA UNIVERSITY OF SOUTH AFRICA
[REDACTED]

[REDACTED]
20/06/2019

[REDACTED]
Vice-Chancellor

[Signature]
University Registrar



[REDACTED]
Executive Dean

UNISA UNIVERSITY OF SOUTH AFRICA



We certify that

[REDACTED]

*having complied with the requirements of the Higher Education Act
and the Institutional Statute, was issued with the*

NATIONAL DIPLOMA
in Public Relations Management

*at a congregation of the University
on 8 June 2012*

[REDACTED]

[REDACTED] 20/06/2019

[REDACTED]

Vice-Chancellor



University Registrar



[REDACTED]

Executive Dean

UNISA UNIVERSITY OF SOUTH AFRICA



Senior Certificate (Std 10) Senior Sertifikaat (St. 10)

(National Senior Certificate Examination)
(Nasionale Senior Sertifikateksamen)

AWARDED TO/FOLGEBEN AAN

[Redacted Name]

IDENTITY NO./IDENTITEITS NR

[Redacted ID Number]

EXAM. NO./EKSAMENN.

[Redacted Exam Number]

Subject/onderwerp

Symbol/Simbool

NORTH-SOUTH FIRST LANGUAGE HG

INDO-ENGLISH FIRST LANG. HG

G

AFRIKAANS SECOND LANGUAGE SG

AFRIKAANS TWEEDE TAAL SG

F

ENGLISH SECOND LANGUAGE HG

ENGLISH TWEEDE TAAL HG

E

BIOLOGY SG

BIOLOGIE SG

B

GEOGRAPHY HG

GEografie HG

M

BIBLICAL STUDIES HG

BYBELKONDE HG

B

NORTH-SOUTH ORAL

INDO-ENGLISH MONDSTAL

D

CONVERTED TO STANDARD GRADE
OMGESKAKEL NA STANDAARD GRAAD

Examinations Officer
Eksamenbeoordelaar

Director-General Education and Training
Direktur-generaal Onderwys en Opleiding

Walt Disney
086 4002 100

1992/ST/01

942

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UNIVERSITY
OF
JOHANNESBURG

UNIVERSITY OF JOHANNESBURG

FACULTY OF HUMANITIES

SHORT LEARNING PROGRAMME

in conjunction with the

SANLAM CENTRE FOR PUBLIC MANAGEMENT AND GOVERNANCE

[REDACTED]

successfully completed the learning programme:

Local Democracy and Local Governance (LODLOG)

(NQF level: 5)

Duration: 26 November 2012 - 24 May 2013

[REDACTED]

Executive Director:
Sanlam Centre for Public Management and Governance

SANLAM CENTRE FOR PUBLIC MANAGEMENT AND GOVERNANCE	
1000 SANDHURST ROAD, SANDHURST, JOHANNESBURG 2146	
CENTRAL & EASTERN CAPES	
Ref: [REDACTED]	[REDACTED]
To: 412 111 3333	[REDACTED]
Signature: [REDACTED]	[REDACTED]
Date: 26/06/2013	[REDACTED]

[REDACTED]

Executive Dean: Humanities

[REDACTED]
Johannesburg
[REDACTED]



DISASTER RISK MANAGEMENT
TRAINING AND EDUCATION
CENTRE FOR AFRICA



UNIVERSITEIT VAN DIE VRYSTAAT
UNIVERSITY OF THE FREE STATE
YUNIBESITHI YA FRIESTATA



CERTIFICATE

THIS IS TO CERTIFY THAT

[REDACTED]

UNIVERSITY OF THE FREE STATE
DISASTER RISK MANAGEMENT CENTRE FOR AFRICA
20 May 2004

HAS ATTENDED A SHORT COURSE IN

Introduction to Disaster Risk Management

FROM 13 May 2004

TO 13 May 2004

[REDACTED]
DEAN, FACULTY OF NATURAL &
AGRICULTURAL SCIENCES

[REDACTED]
DIRECTOR: DIMTEC



**GROTER TZANEEN MUNISIPALITEIT
GREATER TZANEEN MUNICIPALITY**

Tel: 015 307 8000
Fax: 015 307 8049

P.O. Box 24
Tzaneen, 0850



Typical Paradise

OATH OF OFFICE: MAYOR

I, [REDACTED] (names in full)

do hereby swear / solemnly affirm that I will be faithful to the Republic of South Africa and will obey, respect and uphold the Constitution and all laws of the Republic, and I solemnly promise to perform my functions as the Mayor of the Greater Tzaneen Council to the best of my ability

So help me God / Solemn Affirmation.

[REDACTED]

Signature

The oath of office is made in terms of the Local Government Municipal Structures Act No 117 of 1998 and sworn before me at [REDACTED] On this 02 Day of May 2011.

MAGISTRATE
DIST. LINDEN
02 JUN 2011
MAGISTRAT TZAAN 24010
LINDEN 0850
NDDROS

[REDACTED]
Magistrate Tzaneen

RECEIVED
MAYOR
9/07/11
26/06/2011



GROTER TZANEEN MUNISIPALITEIT GREATER TZANEEN MUNICIPALITY

Tel: 015 307 8000
Fax: 015 307 8049

P.O. Box 24
Tzaneen, 0850



OATH OF OFFICE: EXCO

I, [REDACTED] [REDACTED] [REDACTED] (names in full)
do hereby swear / solemnly affirm that I will be faithful to the Republic of South Africa and will obey, respect and uphold the Constitution and all laws of the Republic, and I solemnly promise to perform my functions as the Executive Committee Member of the Greater Tzaneen Council to the best of my ability

So help me God / Solemn Affirmation.

[REDACTED SIGNATURE]
Signature

The oath of office is made in terms of the Local Government Municipal Structures Act No 117 of 1998 and sworn before me at On this Day of May 2011

MAGISTRATE
DIST. LEWATSI
02 JUN 2011
Magistrate Tzaneen
WATERSKOPPRIVAATSAK K4010
T. TZANEEN 0850
LANDROS

GREATER TZANEEN MUNICIPALITY
KONTRASIEFTELINGS- en TOEGANGSDIENSTE
CENTRALE WERKTOEGANGSDIENSTE
Pub. Kopie
Dnr: 96011
Gedateer: 26/06/2011



GREATER TZANEEN MUNICIPALITY



Certificate of Appreciation awarded to

[Redacted Name]

*in recognition of your dedication
and commitment in performing your duties
that enabled the Greater Tzaneen Municipality in
achieving the honours:*

- *Cleanest Town Awards in the Limpopo Province (2001/2002 and 2002/2003)*
- *IHSA Limpopo Province Housing Local Authority of the year 2001*
- *Limpopo Province Municipal Performance Excellence Award (Vuna) 2003*



GREATER TZANEEN MUNICIPALITY
 11 Tzaneen Road, Tzaneen, Limpopo Province, 0300
 Phone: 053 933 1000
 Fax: 053 933 1001
 Email: info@gtz.gov.za
 Website: www.gtz.gov.za

Full Name: [Redacted]
 Title: [Redacted]
 Signature: [Redacted]
 Date: 26/08/2019

.....
Mayor
OJ MUSHWANA

.....
Municipal Manager
BD MUSHWANA



SETQAA ACCREDITATION 2393

Bessie Global Management Practice

Certificate of Attendance

Is hereby granted to

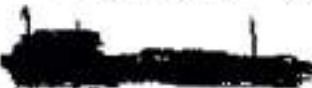
DIKELEDI MMETLE

For Satisfactory Attendance &
Completion of the
"PUBLIC SECTOR PROTOCOL" Workshop

Held At: The FNB Conference and Learning Centre, Sandton,
Johannesburg, South Africa

Date: 04th - 05th August 2009

Granted: 5th August, 2009


Chief Executive Officer


Executive Director Workshops



RECEIVED TO: [REDACTED]
DATE: 05/08/2009
BY: [REDACTED]
[Handwritten signature]



SUID-AFRIKAANSE POLISIEDIENST
CLUSTER COMMANDER

2019-06-27

TZANEEN

SOUTH AFRICAN POLICE SERVICE



REPUBLIC OF SOUTH AFRICA NATIONAL IDENTITY CARD

Summary:

Names: [REDACTED]

Sex: F

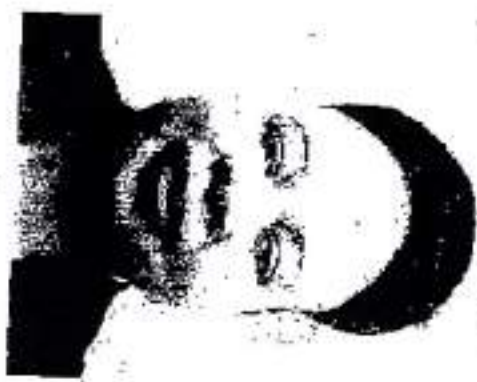
Nationality: RSA

Identity Number: [REDACTED]

Date of Birth: 26 DEC 1971

Country of Birth: RSA

Status: CITIZEN



Signature: [Handwritten Signature]

ID

I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION OF THE ORIGINAL DOCUMENT WHICH WAS HANDLED TO ME FOR AUTHENTICATION. I FURTHER CERTIFY THAT FROM MY OBSERVATIONS NO AMENDMENT OR CHANGE WAS MADE TO THE ORIGINAL DOCUMENT

SIGNATURE: [REDACTED] ID NO: [REDACTED]
RANK: [REDACTED] NAME: [REDACTED]



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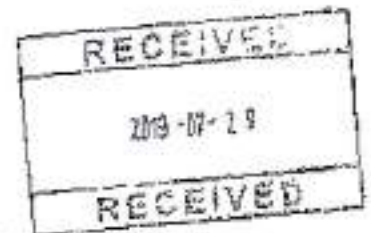
Granted: 5th August, 2009


Chief Executive Officer


Executive Director Workshops



15



To whom it may concern

Application for position of Director General- GCIS_ Reference Number: 3/1/5/1 - 19/43

A leader with blue sky thinking, excellent written and verbal communication skills, the ability to interact with people at all levels is a few characteristics that describe me. I am well renowned for strong creative, strategic, analytical, organizational and interpersonal skills at all levels. When one marries these with my passion for leadership, problem solving and service delivery, the inevitable final product is an innovative relevant and wise leader with a drive to consistently out surpass all expectations. I am well renowned for always finding innovative relevant ideas that generate a positive response, maximize stakeholder participation, and maintain excellent brand reputation.

In a nutshell-no matter what the challenge, I have the ability to excel, I am excited to bring more than two decades of rich, dynamic cutting edge experience to GCIS as Director General. I have an excellent track record of always striving to ensure that all deliverables within my portfolio are timeous relevant and accurate. Therefore I can confidently say that I will bring the following skills as Director General:

- Strong Leadership skills
- Mature and well balanced
- Confident
- Strategic
- Responsible
- Team player
- Diplomatic approach
- Operations management
- Corporate Governance skills
- Project management
- Change management
- Media buying
- Media relations
- Policy development skills
- Stakeholder management
- Financial management and procurement skills
- Excellent ICT knowledge
- Conflict management skills
- Policy drafting skills.

Strong computer skills audio editing and online.

Human capital management skills

Understanding and in depth insight into all media platforms-radio, TV, outdoor, online.

Excellent understanding of social media and ways to maximise this medium.

Writing good editorials

Online skills

Brand ambassador

Brand Intelligence

Annual Report Production

Understanding of the PFMA\PPP and PAIA

I also possess the ability and the knowledge to track, trace, monitor and evaluate all projects and deliverables using software that enables the entire team to constantly have a birds eye view on time lines and progress. This, including my experience and education (See CV), equips me not only to meet all expectations, but also satisfy the demands that would be placed upon me. I work well under pressure with excellent time management skills. I maximise performance output by working SMART.

I must assure you that my skills in every area of strategic leadership will ensure that I, not only fulfil the requirements\ expectations of GCIS but will also push benchmarks within my portfolio to make sure that GCIS remains on top of its delivery mandate.

My willingness to work, beyond my job description and allocated working hours, my ability to work under pressure as well as meet deadlines, and be an integral team player, would certainly be beneficial to the Minister and cabinet, whilst at the same time; it would groom me, to produce work of the highest quality and standard.

liOnel Jean /Michél

Senior Marketing Communications

& Stakeholder Relations Manager

Tel: [REDACTED]

Cell: [REDACTED]

Fax: [REDACTED]

Skype: [REDACTED]

www.csir.co.za

 CSIR
Council for Scientific and Industrial Research

My CV

[REDACTED]

South African (*Indian Origin*)

Roodepoort, Gauteng

ID: [REDACTED]

Mobile: [REDACTED]

Qualifications

Institution : **University of Reading Henley Business School**

Qualification : **International Executive MBA**

Date : **Current (Final Year-Dissertation)**

Institution : **Wits University**

Qualification : **Masters in Journalism and Media Studies**

Date : **2014**

Institution : **Wits University**

Qualification : **BA Honours in Journalism and Media Studies**

Date : **2011**

Institution : **IAJ/Wits**

Qualification : **National Certificate in Radio Management**

Date : **2008**

Other Qualifications/Training

- Risk Management, University of Pretoria – 2016

- Project Management, University of Pretoria – 2015

Corporate Governance Experience

Member of Board-MIC

Member of SGB-Gustav Preller Primary School

Professional Experience

Currently an accredited IAJ and NEMISA facilitator.

March 2013 to date

CSIR

As: Senior Marketing Communications and Stakeholder Relations Manager: Pretoria

Primary Responsibilities:

- Responsible for planning, development and implementation of all of the CSIR's marketing strategies, marketing communications, and Reputation & Responsibility activities, both external and internal for the CSIR specifically Materials Science and Manufacturing
- Oversee the development and implementation of support materials and services for chapters in the area of marketing, communications and stakeholder relations pertaining to this business unit
- Responsible for directing the efforts of the marketing, communications and stakeholder relations staff and | coordinate at strategic and tactical levels with the other functions of the CSIR
- Participate at leadership and together with other management staff in charting the direction of the CSIR, assuring its accountability and deliverables to all stakeholders, whilst ensuring its effective operation
- Primary working relationships with Executive, senior management team, staff of the marketing/Communications/ Stakeholder function, together with service providers

Principle Accountabilities

Marketing, communications ,Reputation and Responsibility

- Responsible for creating, implementing and measuring the success of:
 - Comprehensive marketing, communications and stakeholder relations program that continues to enhance the CSIR's image and position within the marketplace and the general public, and facilitate internal and external communications
 - All Organization marketing, communications and stakeholder relations activities and materials including publications, media relations, client acquisition and so forth
- Ensure articulation of the CSIR's desired image and position, assure consistent communication of image and position throughout the CSIR, and assure communication of image and position to all stakeholders, both internal and external

[Date]

- Responsible for editorial direction, design, production and distribution of all CSIR publications
- Coordinate media interest in the CSIR and ensure regular contact with target media and appropriate response to media requests
- Act as the Organization's representative to the media
- Coordinate the appearance of all CSIR print and electronic materials such as letterhead, use of logo, brochures
- Develop, coordinate and oversee programs, technical assistance and resource materials to assist competency areas in the marketing, communications and positioning of their activities
- Provide counsel to competency areas on marketing, communications and stakeholder relations
- Ensure that the CSIR regularly conducts relevant market research and coordinate and oversee this activity. Monitor trends
- Leads projects as assigned, such as cause-related marketing and special events

Planning and budgeting

- Responsible for the achievement of marketing/communications/stakeholder relations mission, goals and financial objectives. Ensure that evaluation systems are in place related to these goals and objectives and report progress to the Executive Director
- Develop short- and long-term plans and budgets for the marketing/communications/stakeholder relations program and its activities, monitor progress, assure adherence and evaluate performance
- Recommend short- and long-term Organization goals and objectives to the Executive Director
- Develop, implement and monitor systems and procedures necessary to the smooth operation of the marketing/communications/stakeholder relations function
- Keep informed of developments in the fields of marketing, communications and stakeholder relations, for the specific business of the Organization and use this information to help the Organization operate with initiative and innovation
- Work with senior staff and other relevant staff to:
 - Develop and maintain a strategic perspective based on marketplace
 - Competency research area needs and satisfaction in organizational direction, program and services, and decision making
 - Ensure the overall health and vitality of the CSIR
- Help make sure that the Organization's philosophy, mission and vision are pertinent and practiced throughout the organization
- Develop and coordinate means to seek regular input from the CSIR's key areas regarding the quality of programs and services and the Organization's relevance
- Help formulate and administer policies to ensure the integrity of the Organization
- Act as an internal consultant to bring attention and solutions to institutional priorities

Managing

- Maintain a climate that attracts, retains and motivates top quality personnel
- Recruit, train, appraise, supervise, support, develop, promote and guide qualified Personnel
- Ensure effective management within the marketing, communications and Stakeholder relations function, with provision for succession
- Design, support and oversee cross-functional teams throughout the Organization

Organization by:

- Effectively enabling staff to take action on behalf of the organization by:
 - Transmitting the CSIRs values, vision and direction
 - Engaging people in the meaning of the Organization
 - Respecting and using the skills, expertise, experience and insights of people
 - Providing direction and resources, removing barriers and helping develop people's skills, articulating expectations and clarifying roles and relationships
 - Communicating which includes helping people transform information into knowledge and learning
 - Encouraging people to question organizational assumptions and ask strategic questions, ensuring quality decision-making
 - Anticipating conflicts and facilitating resolution
 - Engaging people in process as well as tasks
 - Encouraging people use their power
 - Modelling behaviour
 - Coaching people to success

June 2011 – February 2013

Wild and Marr as Consultant

As: Marketing Communications Manager

Responsibilities:

- Consulted while working for [REDACTED]

June 2011 – February 2013

[REDACTED]
As: Marketing/Sales and Communications Manager

Responsibilities:

- Identify, develop, plan and co-ordinate strategic communications programmes, projects and events in line with business strategy and requirements
- Present and maintain a positive public image of the Radio Station to all its stakeholders both internally and externally
- Develop and implement an external and internal communication strategy for the Company
- Coordinate the development of all Stations content for its website, stakeholders and the media
- Provide content support to the CEO for speeches and speaking notes
- Draft articles for publication in different platforms in the media-publications, website and local newspapers
- Coordinate the work of the Rainbow FM's Networks and build a solid database of all stakeholders
- Coordinate the communication activities of the Radio Station
- Identify key communication opportunities for Rainbow FM

[Date]

- Build relations with different stakeholders for communication purposes
- Work collaboratively with a diverse staff team to create and manage cross-organizational, integrated marketing strategies
- Provide writing and editing support for all outbound member listenership/stakeholder communication including all promotional materials, a newsletters and the company's annual report
- Assist in developing new revenue sources through sponsorships
- Serve as internal liaison to the board and other staff resources-promote the stations vision, mission and brand at all times
- Review and edit existing promotional materials for marketing effectiveness, cross-selling implications and adherence to brand guidelines.
- Serve as company's media liaison and spokesperson

January 2011 – May 2011

Ornico Group

Pos: Operations and Sales Manager: Nigeria

Responsibilities:

- Operations
 - Accountable for the overall Group success in Nigeria
 - Manage the company strategically whilst aligned with the Ornico's business mandate
 - Develop, formulate and implement business plan, in order to maximise business objectives
 - Comply, and ensure cost-effective management and utilisation of Ornico's Nigeria operational budget
 - Effective management of all facilities and Staff of Ornico Nigeria
 - Effective use and Implementation of Majestic as CRM tool
 - Provide continual feedback to Ornico Group and Adata regarding operational, financial and strategic status of Ornico Nigeria
 - Develop and evolve Ornico Nigeria to be on par with Ornico SA
- Sales Manager
 - Responsible for the development and performance of all sales activities in assigned market
 - Staff and directs a sales team as well as provide leadership towards the achievement of maximum profitability and growth in line with company vision and values
 - Establishes plans and strategies to expand the customer base in the media monitoring arena and contribute to the development of training programs for clients and Account Executives, this includes the use of Majestic Interactive not only as a sales project management tool but also as an effective customer relations management tool
 - Develops a business plan and sales strategy for the market that ensures attainment of company sales goals and profitability in Nigeria
 - Responsible for the performance and development of the Account Executives in Nigeria
 - Prepares action plans by individuals as well as by team for effective search of sales leads and prospects

[Date]

- Initiates and coordinates development of action plans to penetrate new markets
- Assists in the development and implementation of marketing plans as needed
- Conduct one-on-one review with all Account Executives to build more effective communications, to understand training and development needs, and to provide insight for the improvement of Account Executive's sales and activity performance
- Provide timely feedback to board regarding performance
- Provide timely, accurate, competitive pricing on all completed prospect applications submitted for pricing and approval, while striving to maintain maximum profit margin
- Maintain accurate records of all pricings, sales, and activity reports submitted by Account Executives
- Creates and conducts proposal presentations
- Assists Account Executives in preparation of proposals and presentations
- Controls expenses to meet budget guidelines and implement proper cost cutting mechanisms
- Adheres to all company policies, procedures and business ethics codes and ensures that they are communicated and implemented within the team
- Recruits, tests, and hires Account Executives based on criteria agreed upon by senior management

April 2009 – December 2010

As: Marketing & Communications Manager

Responsibilities:

- Actively participate in the radio station's strategic planning processes of particular importance is the responsibility for the development of an innovative branding approach that is consistent with the radio station's unique market positioning and consumer offering
- Provide creative assistance to marketing team in order to develop tailored solutions to specific client needs, in particular the approach is to reflect Rainbow's unique market positioning and consumer offering
- Aggressively exploit and maximize revenue potential
- Track and analyse revenue in terms of business categories; exploit and improve on low delivery and new business opportunities
- Develop, organise and present proposals and client specific solutions in client/ marketers/ agency workshops
- Monitor all marketing activity against projected budgets and found solutions for negative variances
- Planning and scheduling of marketing tasks and activities
- Develop and execute marketing plans
- Maintain the brand standard of the Radio Station
- Ensure all means of communications abide to Industry standards
- Plan relationship as well as Internal marketing initiatives
- Maintain relationships with key stakeholders

[Date]

- Assume accountability for all marketing activities
- Manage and implement the marketing strategy as set out by Board
- Provide input and guidance into the marketing strategy
- Write copy for Marketing Material
- Proofread copy for Marketing and related material
- Ensure the accuracy of information on the various marketing platforms
- Provide a monthly report on all sales\marketing activity, feedback, analysis, suggestions
- Analysis of customer research, current market conditions and competitor information
- Manage the productivity of the marketing plans and projects
- Monitor, review and report on all marketing activity and results
- Determine and manage the marketing budget
- Deliver marketing activity within agreed budget

October 2003 – March 2009

[REDACTED]

As: Head of operations \Marketing Manager

Responsibilities:

- The Operations head was accountable for the overall station success; and managing the station strategically and operationally in line with Highway Community Broadcast and Business mandate
- Developed, formulated and implemented business plan, in order to deliver on all business objectives whilst strictly adhering to the radio stations community mandate and budget
- Ensured the development, management and implementation of an innovative relevant programme strategy to hit the stations target audience, growing it with great interest in competitor content delivery
- Exploited every possible opportunity to generate revenue
- As brand captain, constant development and implementation of a realistic marketing strategy was imperative, brand awareness had to be optimised on air, off air and on the stations website
- Constantly identified and created new on-air and website sales products
- Ensure that the station adopted strict and professional business principles in its daily performance at all times
- Station had to be constantly monitored and tweaked in order to maintain its station performance in accordance with Community \casa mandate
- Corporate governance had to be maintained strictly by making sure that the station operated within parameters of policies, procedures and mandates
- Responsible for all financial matters in regards Stations income and expenditure
- Compiled and managed the cost-effective utilisation of station budget
- Responsible for Cost-effective management of all facilities and operations
- Responsible for managing, capacitating and empowering all human resources
- Ensured station was on top of the broadcasting industry and could compete with its commercial competitors
- Built a capable macro manageable station team in the form of skilled people in all areas of radio broadcasting

[Date]

- Ensured that station kept abreast with latest broadcast technology, -ensured excellent user friendly improvements in technology
- Gave continual feedback and informed the Board and station team regarding operational, staff, financial and strategic status of station
- Liaised with external and internal stakeholders, in order to ensure excellent timeous delivery on station community mandate requirements
- Developed and maintained Website Content as well as manage all activity on the company intranet
- Full Responsibility for all the Radio Stations News Content, communications and PR

December 1999 – September 2003

[REDACTED] Sound Choice

As: Creative and Placement Director: Kwa Zulu Natal

Responsibilities:

- Gave detailed oversight to the creative team to help develop Sound choice's creative bouquet of products available to clientele
- Worked closely with copywriters, designers and key account managers to make sure that client's needs and creative goals were always on track whilst creating an innovative out of this world idea that worked
- Responsible for the development of every aspect of each campaign based on the client's marketing plan- conceptualized these ideas into attainable deliverables
- Assigned projects to staff and always made sure that client's deadlines were met
- Constantly studied of the media landscape and changes in media consumption patterns
- Sourced the best most effective and competitive placement campaigns for clients across all relevant media platforms
- Gave oversight to clients Media monitoring and brand intelligence profiles

January 1996 – November 1999

[REDACTED]

As: Marketing Manager\ News Editor\ Technical Manager

Responsibilities:

- Planning and scheduling of marketing tasks and activities
- Development and execution of marketing plans
- Maintaining the brand standard of the Radio Station
- Ensuring all means of communications abide to Industry standards
- Sourcing of quotes for print of artwork and branded items
- Planning of relationship marketing initiatives as well as internal marketing initiatives

- Maintaining relationships with key stakeholders
- Assume accountability for all marketing activities
- Manage and implement the marketing strategy as set out by Board
- Provide input and guidance into the marketing strategy
- Write copy for Marketing Material
- Proofread copy for Marketing and related material
- Ensure the accuracy of information on the various marketing platforms
- Provide a monthly report on all marketing activity, feedback, analysis, suggestions
- Develop budgets for various marketing activities, including the overall annual marketing plan and report on these in the monthly marketing report
- Conduct market research to determine market requirements for existing and future products
- Analysis of customer research, current market conditions and competitor information
- Manage the productivity of the marketing plans and projects
- Monitor, review and report on all marketing activity and results
- Determine and manage the marketing budget
- Deliver marketing activity within agreed budget
- Planning and scheduling of marketing tasks and activities
- Development and execution of marketing plans
- Maintaining the brand standard of the Radio Station
- Ensuring all means of communications abide to Industry standards
- Sourcing of quotes for print of artwork and branded items
- Planning of relationship marketing initiatives as well as internal marketing initiatives
- Maintaining relationships with key stakeholders
- Assume accountability for all marketing activities
- Manage and implement the marketing strategy as set out by Board
- Provide input and guidance into the marketing strategy
- Write copy for Marketing material
- Proofread copy for Marketing and related material
- Ensure the accuracy of information on the various marketing platforms
- Provide a monthly report on all marketing activity, feedback, analysis, suggestions
- Responsible for overall quality and news content
- All public relations, promotions and communications

October 1990– November 1995

[REDACTED]
As: Weekend News, Casual On Air presenter

Responsibilities:

- Weekend News compiler, presenter and interviewer

GOVERNMENT COMMUNICATIONS AND INFORMATION SYSTEM

GCIS is an equal opportunity employer and practising affirmative action employment. It is our intention to promote representivity (race, gender, disability) in the department through filling these posts. The candidature of persons whose appointment/transfer/promotion will promote representivity will receive preference. Applicants with disabilities are welcome to apply.

APPLICATIONS: The Chief Director: Human Resources Government Communications Private Bag X 745, Pretoria, 0001 for or hand deliver to Tshedimosetso House, 1035 Cnr Francis Baard & Festival Street, Hatfield, Pretoria.

FOR ATTENTION: [REDACTED]

CLOSING DATE: 02 August 2019

NOTE: Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. The completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as certified copies of all qualification(s) and ID-document. The certification must be within three (3) months. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). "The successful candidate must disclose to the DG particulars of all registrable financial interests, sign a performance agreement and employment contract with the DG within three months from the date of assumption of duty and obtain a top secret security clearance". All appointments are subject to the verification of educational qualifications, previous experience, citizenship, reference checks and security vetting. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification).

**DIRECTOR-GENERAL: GOVERNMENT COMMUNICATION AND INFORMATION SYSTEM (GCIS) REF NO:
3/1/5/1 – 19/43**

(Five-Year Renewable Contract)

SALARY: R1 978 533 per annum (All- inclusive salary package) of which 30% may be structured according to the individual's needs

CENTRE: Pretoria

REQUIREMENTS: Qualifications: A degree and post graduate degree (NQF level 8) as recognised by SAQA. Experience: 8-10 years at senior management level of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1996. Skills: Excellent written and verbal communication skills and the ability to interact with people at all levels. Strong creative, strategic, analytical, organizational and interpersonal skills at all levels. Innovative and creative thinking, computer literacy. Job Knowledge: Extensive knowledge of the South African communications landscape. An understanding of government communication discipline. An in-depth knowledge and understanding of government policies and programmes. Competencies Required: Strategic capability and leadership, financial management, problem solving and analysis, people management and empowerment, project management, knowledge management, change management, service delivery innovation.

DUTIES: Reporting to the Minister, the Director-General will be responsible for providing strategic leadership and direction in delivering the mandate of the Department. Serve as a spokesperson of Cabinet and government. Provide leadership in the development of generic communication strategies across government's national departments. Ensure integration, coherence and standard performance of communication within national government and across all spheres of government. Ensure the implementation of development communication. Enhance government's communication platforms, products and services in order to grow the voice of government. Lead the media bulk buying strategy of government and realise the intended savings. Oversee the function of GCIS and act as the Accounting Officer. Provide effective and timely support to the Minister and Deputy Minister, including participation in the Forum of South African Directors-General Cluster's work.

ENQUIRIES: [REDACTED]

NOTE: The successful candidate must disclose to the Minister particulars of all registrable financial interests and sign the employment contract within one month from the date of assumption of duty as well as sign a performance agreement with the Minister within three months from the date of assumption of duty.

SECRET



**MINISTER IN THE PRESIDENCY
REPUBLIC OF SOUTH AFRICA**
Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 484 2100

PROFILES OF SHORTLISTED CANDIDATES

[REDACTED]

[REDACTED]



MINISTER IN THE PRESIDENCY
REPUBLIC OF SOUTH AFRICA

Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100

SHORTLIST SUMMARY FOR THE VACANT POST OF DIRECTOR-GENERAL: GCIS

SHORTLISTING PANEL

Jackson Mthembu, MP	Minister in The Presidency	Chairperson
Stella Ndabeni-Abrahams, MP	Minister of Communications and Digital Technologies	Member
Dr Aaron Motaalehi MP	Minister of Home Affairs	Member
Ms Thembi Siweya, MP	Deputy Minister in The Presidency	Member
[REDACTED]	Director-General in The Presidency	Member
[REDACTED]	Acting Deputy Director-General	HR Support



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SHORTLISTED CANDIDATES

		African	Female	GCIS
1.	[REDACTED]	African	Female	GCIS
2.	[REDACTED]	African	Male	Parliament of RSA
3.	[REDACTED]	Indian	Male	CSIR
4.	[REDACTED]	African	Female	Greater Tzaneen Municipality
5.	[REDACTED]	African	Male	Unemployed
6.	[REDACTED]	African	Male	SASSA



**MINISTER IN THE PRESIDENCY
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POST REQUIREMENTS

Post	Director-General
Post type	Five-year renewable contract
Department	Government Communication and Information System
Date vacated	26-Aug-2012
Published	21-Jul-2019
Closed	02-Aug-2019
All-inclusive salary package	R1 782 687 pa (30% may be structured according to individual needs)
Reference	Post 3/5/1 - 19/43
Post requirements	<p>A Degree and Post Graduate Degree (NQF Level 8) as recognised by SAQA.</p> <p>Experience: 8-10 years at Senior Management Level of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1996.</p> <p>Excellent written and verbal communication skills and the ability to interact with people at all levels.</p> <p>Strong creative, strategic, analytical, organizational and interpersonal skills at all levels.</p> <p>Innovative and creative thinking, computer literacy.</p> <p>Extensive knowledge of the South African communications landscape.</p> <p>An understanding of government communication discipline.</p> <p>An in-depth knowledge and understanding of government policies and programmes.</p> <p>Strategic capability and leadership, financial management, problem solving and analysis, people management and empowerment, project management, knowledge management, change management, service delivery innovation.</p>



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FULL PROFILE OF THE SHORTLISTED CANDIDATE

Name and Surname	MS PHUMLA WILLIAMS
Race	African
Gender	Female
Highest Qualification	IMA Public Admin
Current Employer	GCIS
Current Position	DDG: CS (Acting Director-General for GCIS)
SMS Experience	20 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualifications and experience in senior management as well as managing communication environment.
8-10 at senior managerial level	1999-2000: Director Finance: GCIS 2001-2009: Chief Financial Officer: GCIS 2009 to date: Deputy Director-General Corporate Services: GCIS 2012-2014: Acting Director-General: GCIS 2015-2016: Acting Cabinet Spokesperson 2017 to date: Acting Director-General: GCIS
At least 3 years' experience must be within any organ of state	In the Public Service since 1999 (+- 20years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	Bachelor of Administration Master of Public Administration



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REPUBLIC OF SOUTH AFRICA**

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FULL PROFILE OF THE SHORTLISTED CANDIDATE

Name and Surname	MR MANELISI WOLELA
Race	African
Gender	Male
Highest Qualification	MA Policy Studies
Current Employer	Parliament of RSA
Current Position	Section Manager: Media and Stakeholder Relations
SMS Experience	14 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualifications and experience in senior management as well as managing communication environment.
8-10 at senior managerial level	2011-2013: General Manager of Communication; Correctional Services 2013-2014: Media Liaison Officer; Ministry of Economic Development 2016-to date: Section Manager Media and Stakeholder Relations; Parliament
At least 3 years' experience must be within any organ of state	In organ of state since 2011 (8 years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	Higher Diploma in Journalism Bachelor of Arts Master of Policy Studies



**MINISTER IN THE PRESIDENCY
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Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100

FULL PROFILE OF THE SHORTLISTED CANDIDATE

Name and Surname	MR LIONEL JEAN- MICHEL
Race	Indian
Gender	Male
Highest Qualification	MA Journalism and Media Studies
Current Employer	CSIR
Current Position	Senior Marketing Communications and Stakeholder Relations Manager
SMS Experience	23 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualification and experience. The qualifications are in Communication.
8-10 at senior managerial level	1996-1998: Marketing Manager: Highway Radio 1999-2003: Creative and Placement Director: Ad Agency: Sound Choice 2003-2009: Head of operations / Marketing Manager: Highway Radio 2009-2013: Marketing & Communications Manager (different companies) 2013 to date: Senior Marketing Communications and stakeholder Relations Manager: CSIR
At least 3 years' experience must be within any organ of state	In organ of state since 2013 (1-6 years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	Bachelor of Arts with Honours (Journalism and Media Studies) Master of Arts



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FULL PROFILE OF THE SHORTLISTED CANDIDATE

Name and Surname	MS DIKELEDI MMETLE
Race	African
Gender	Female
Highest Qualification	BA Hons in Communication
Current Employer	Greater Tzaneen Municipality
Current Position	Council Speaker
SMS Experience	8 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualification and experience. The qualifications are in Communication.
Criteria	
B-10 at senior managerial level	2011-2016: Mayor, Greater Tzaneen Municipality 2016-to date: Council Speaker, Greater Tzaneen Municipality
At least 3 years' experience must be within any organ of state	In organ of state since 2011(+8 years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	National Diploma: Public Relations Management Bachelor of Arts Honours: Integrated Organisational Communication



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FULL PROFILE OF THE SHORTLISTED CANDIDATE

Name and Surname	MR PHOSA MASHANGOANE
Race	African
Gender	Male
Highest Qualification	MA in Communication
Current Employer	Unemployed (Devoted to PHD Studies)
Current Position	General Manager: Consumer Affairs
SMS Experience	21 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualification and experience. The qualification is in Communication.
8-10 at senior managerial Level	1988-2007: Head of Department: Public Education & Information 2007-2014: General Manager: Consumer Affairs 2014: to date: Devoted to PHD Studies
At least 3 years' experience must be within any organ of state	In organ of state for the period 1998-2007 (+ 9 years)
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	Bachelor of Arts Baccalaureus Artium Cum Honoribus: Communication Studies Master Artium: Communication



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FULL PROFILE OF THE SHORTLISTED CANDIDATE

Name and Surname	MR PASEKA LETSATSI
Race	African
Gender	Male
Highest Qualification	MA in Philosophy (SA Politics and Political Economy)
Current Employer	South African Social Security Agency
Current Position	General Manager Communications
SMS Experience	11 years' experience
Grounds for being shortlisted	Meeting the requirements in terms of the qualification and experience and managing in the communication environment
8-10 at senior managerial level	2000-2004: Personal Advisor to the Chairperson of Committees: Gauteng Provincial Legislature 2004-2006: Spokesperson: Ministry of Home Affairs 2006-2008: Senior Manager Medial Liaison: SASSA 2008-2010: Spokesperson: National Executive Committees: ANCYL 2010-to date: General Manager Communications : SASSA In organ of state since 2000 (+- 9 years)
At least 3 years' experience must be within any organ of state	
An undergraduate qualification and a post graduate qualification (NQF level 8) as recognised by SAQA	Higher Diploma in Education MA in Philosophy (SA Politics and Political Economy)



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government communications

Department:
Government Communication & Information System
REPUBLIC OF SOUTH AFRICA

POST	DIRECTOR-GENERAL	
POST TYPE	FIVE-YEAR RENEWABLE CONTRACT	
DEPARTMENT	GOVERNMENT COMMUNICATION AND INFORMATION SYSTEM	
PUBLISHED	21-Jul-18	
CLOSED	2-Aug-18	
ALL INCLUSIVE SALARY PACKAGE	R1 782 687 PA (30% MAY BE STRUCTURED ACCORDING TO INDIVIDUAL NEEDS)	
REFERENCE	POST 26/4 • 19/43	
POST REQUIREMENTS	Qualifications	A degree and post graduate degree (NQF level 8) as recognised by SACU.
	Experience	Experience: 8-10 years of senior management level of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1993.
	Skills	Excellent written and verbal communication skills and the ability to interact with people at all levels. Strong creative, strategic, analytical, organizational and interpersonal skills at all levels. Innovative and creative thinking, computer literacy.
	Job Knowledge	Extensive knowledge of the South African communications landscape. An understanding of government communication discipline. An in-depth knowledge and understanding of government policies and programmes.
Competencies Required	Strategic capability and leadership; financial management; problem solving and analysis; people management and empowerment; project management; knowledge management; change management; service delivery innovation.	

1 (13)	[REDACTED]	[REDACTED]	African	Female	MA Public Admin	DDG: CS (Acting Director-General)	GCIS	20 years experience	Meeting the requirements in terms of the qualification and experience
2 (30)	[REDACTED]	[REDACTED]	African	Male	MA Policy Studies	Section Manager: Media and Stakeholder Relations	Parliament of RSA	14 years experience	Meeting the requirements in terms of the qualification and experience
3 (15)	[REDACTED]	[REDACTED]	Indian	Male	MA Journalism and Media Studies	Senior Marketing Communications and Stakeholder Relations Manager	CSIR	23 years experience	Meeting the requirements in terms of the qualification and experience
4 (23)	[REDACTED]	[REDACTED]	African	Female	BA Honors in Communication	Council Speaker	Greater Tzaneen Municipality	8 years experience	Meeting the requirements in terms of the qualification and experience
5 (25)	[REDACTED]	[REDACTED]	African	Male	BA Honors International Relations	Consultant: Communications and Marketing Manager	Reliance	13 years experience	Meeting the requirements in terms of the qualification and experience
6 (27)	[REDACTED]	[REDACTED]	African	Male	MA in communication	General Manager: Consumer Affairs	Independent communications Authority of South Africa	21 years	Meeting the requirements in terms of the qualification and experience
7 (32)	[REDACTED]	[REDACTED]	African	Female	MA in Management (Public & Development Management)	General Manager	Tourism Business Council of SA	14 years experience	Meeting the requirements in terms of the qualification and experience
8 (20)	[REDACTED]	[REDACTED]	African	Male	MA in Philosophy (SA Politics and Political Economy)	General Manager Communications	South African Social Security Agency	11 years experience	Meeting the requirements in terms of the qualification and experience
9 (12)	[REDACTED]	[REDACTED]	African	Male	PHD in Philosophy (Political studies)	Special Advisor to the Minister	Department of Social Development	14 years experience	Meeting the requirements in terms of the qualification and experience

1 (5)	[REDACTED]	[REDACTED]	African	Male	LLB & BPROC	Director : Public Safety, Security and Transport	King Sabkhatu District Municipality	21 years experience	Not meeting the requirements due to the relevancy of qualification and experience. The candidate does not have communication related experience and qualification. The experience and qualification are law related.
2 (11)	[REDACTED]	[REDACTED]	African	Male	MBA	Managing Director	Nqayana Phisoa Dist. Trading Enterprise	19 years experience	Not meeting the requirements due to the relevancy of qualification. The candidate does not have communication related qualification. The qualification is finance related.
3 (8)	[REDACTED]	[REDACTED]	African	Female	BA Hons	Receptionist	Travel with Fair	0 SMS experience	Not meeting the requirements in terms of the experience. The candidate does not have the required 8-10 SMS years experience
4 (33)	[REDACTED]	[REDACTED]	African	Male	MA in Media and communication studies	Educator	Diversity High School	1 year experience	Not meeting the requirements in terms of the experience. The candidate does not have the required 8-10 years SMS experience
5 (29)	[REDACTED]	[REDACTED]	African	Male	N Diploma: Journalism	Managing Director	The Communications Firm	13 years experience	Not meeting the requirements in terms of the qualification. The candidate does not have the required NCF level 8

8 (2)	[REDACTED]	[REDACTED]	African	Male	BA	Director : Parliamentary Liaison Officer	Department of Cooperative Governance & Traditional Affairs	1 year experience	Not meeting the requirements in terms of the qualification and experience. The candidate does not have the required NQF level 8 and no 8-10 years SMS experience.
7 (6)	[REDACTED]	[REDACTED]	African	Female	N3 Certificate	Editor for NG Express	Volkstad GroupMedia 24	0 SMS experience	Not meeting the requirements in terms of the qualification and experience. The candidate does not have the required NQF level 8 and no 8-10 years SMS experience.
6 (7)	[REDACTED]	[REDACTED]	African	Male	BA Honrs in HRM (LR)	Business Management and Organisational Development consultant / Specialist	Sakhamuzi Manganzi and TTMS	0 SMS experience	Not meeting the requirements in terms of the experience and relevancy of the qualification. The candidate does not have 8-10 years SMS experience and the qualification is not communications related. The qualification is in HR.
9 (17)	[REDACTED]	[REDACTED]	African	Female	Grade 12	None	None	0 SMS experience	Not meeting the requirements in terms of the qualification and experience. The candidate does not have the required NQF level 8 and no 8-10 years SMS experience.

10 (19)	[REDACTED]	6911200253083	African	Female	National Diploma: Journalism	Afternoon Drive Show Presenter	SABC; Thobela FM	0 SMS experience	Not meeting the requirements in terms of the qualification and experience. The candidate does not have the required NQF level 8 and no 8-10 years SMS experience
11 (31)	[REDACTED]	8203060850037	African	Female	National Diploma: Journalism	Media Officer	Democratic Alliance	0 SMS experience	Not meeting the requirements in terms of the qualification and experience. The candidate does not have the required NQF level 8 and no 8-10 years SMS experience
12 (18)	[REDACTED]	7505086288083	African	Male	Metric	Senior Executive partner	Blue North Management Consulting	14 years experience	Not meeting the requirements. The candidate did not attach the required NQF level 8 certificate. The candidate attached statement of results indicating completion of BA Hons in Industrial Psychology, hence Metric is considered. The certificate is not attached and the qualification is also not relevant to communication.

13 (1)	[REDACTED]	661117669087	African	Male	LLB	Coordinator (Acting Director: office of the Chief Litigation Officer)	Department of Justice	2 years experience	Not meeting the requirements in terms of the experience and relevancy of the qualification. The candidate does not have the required 8-10 years SMS experience. The qualification is not relevant to Communication. The qualification is law related
14 (8)	[REDACTED]	8812180333060	African	Female	BA Media, communication and culture	Provincial Communications Officer	Democratic Alliance	0 SMS experience	Not meeting the requirements in terms of the qualification and the experience. The candidate does not have the required NQF level 8 and 8-10 years SMS experience.
15 (35)	[REDACTED]	7407180424035	African	Male	BA Hons	Director : Communications and Marketing	C Brand	4 years experience	Not meeting the requirements in terms of experience. The candidate does not have the required 8-10 years SMS experience.
16 (16)	[REDACTED]	8906170329081	African	Female	MA Public Admin	Director : Legal services	Department of Arts and Culture	5 years experience	Not meeting the requirements in terms of the experience. The candidate does not have the required 8-10 years SMS experience.
17 (3)	[REDACTED]	8903060577088	African	Female	BA Honours	She Steward	South African Democratic Union	0 SMS experience	Not meeting the requirements due to the experience. The candidate does not have the required 8-10 years experience.

18 (4)	[REDACTED]	[REDACTED]	[REDACTED]	African	Female	B.Tech in Public Management	Assistant Director	Department of Justice	0 SMS experience	Not meeting the requirements due to the experience. The candidate does not have the required 8-10 SMS experience.
19 (21)	[REDACTED]	[REDACTED]	[REDACTED]	African	Female	B.Tech in Administration	Senior Manager	Municipal Demarcation Board	2 years experience	Not meeting the requirements in terms of the experience. The candidate does not have the required 8-10 years SMS experience.
20 (10)	[REDACTED]	[REDACTED]	[REDACTED]	African	Male	MA in Engineering	Chief Operations Officer (Acting CEO)	Council for the built environment	10 years experience	Not meeting the requirements in terms of the relevancy of the qualification and experience. The candidate's qualification and experience is not relevant to Communications.
21 (14)	[REDACTED]	[REDACTED]	[REDACTED]	African	Female	PHD in Animal Science	Acting Chief Director	DRDLR	9 years experience	Not meeting the requirements in terms of the relevancy of the qualification and experience. The candidate's qualification and experience is not relevant to Communications.
22 (26)	[REDACTED]	[REDACTED]	[REDACTED]	African	Male	M.B.L.	Chief Director ICT	Department of Rural Development and Land Reform	10 years experience	Not meeting the requirements in terms of the relevancy of the qualification and experience. The candidate's qualification and experience is not relevant to Communications.

23 (24)	[REDACTED]	[REDACTED]	African	Male	BComm Hons	Chief Financial Officer	Chiller Secretariat for Police Service	13 years experience	Not meeting the requirements in terms of the relevancy of the qualification and experience. The candidate's qualification and experience is not relevant to Communications.
24 (28)	[REDACTED]	[REDACTED]	African	Male	PHD in Philosophy (Human Sciences)	Director (Acting Director-General)	Department of Communications	12 years experience	Not meeting the requirements in terms of the rule of the advert. ID is not certified and some qualifications are not certified
25 (34)	[REDACTED]	[REDACTED]	African	Male	PHD: Information Studies	Director (Acting CIO)	Department of Health	19 years experience	Not meeting the requirements in terms of the relevancy of qualification.
28 (36)	[REDACTED]	[REDACTED]	African	Male	Diploma in IT	Learner : User support Network controller	Department of Corrections Service	0 year experience	Not meeting in terms of qualification and experience. The candidate does not have NQF level 8 and no SMS experience.
27 (37)	[REDACTED]	[REDACTED]	African	Male	BTECH in Public Relations Management	Facilitator : End user support administrator	Ekurhuleni Municipality	0 year experience	Not meeting the requirements in terms of the experience. The candidate does not have SMS experience.

REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)

1. **PURPOSE**
 - 1.1. To provide confirmation of shortlist for the position of the Full-time Regulator Member designated as the Chief Executive Officer ("FTRM-CEO") of NERSA published in print media, NERSA website, NERSA social media platforms and Government Gazette.
2. **SUMMARY**
 - 2.1. The advertisement of call for nominations for the FTRM-CEO position by the Minister of Mineral Resources and Energy ("the Minister") was published in print media (weekend and daily newspapers), NERSA website, NERSA social media platforms and the Government Gazette ("the GG") in compliance with section 6(7) of the National Energy Regulator Act, 2004 (Act No 40 of 2004) ("the Act"). The FTRM-CEO is to be appointed in terms of sections 5(1) and designated in terms of section 5(3) of the Act by the Minister.

Regulator Members:
 Mr N Gumede (Chairman)
 Full-time Regulator Members

- 2.2. The closing date for nominations was extended from 11 January 2021 to 18 January 2021 due to the delay in publishing the advertisement in the GG simultaneously with the print media.
- 2.3. NERSA Human Resources ("HR") Team was tasked to capture nominations for the CEO position and conduct preliminary shortlisting. A total of forty (40) nominations were received of which thirty-four (34) were considered, five (5) were duplicates and one (1) was a declined nomination.
- 2.4. The NERSA Task Team on CEO Recruitment comprising of the Acting Chief Human Capital officer ("ACHCO") (Mr. [REDACTED]), Senior Manager: Regulator Support Unit ("RSU") ([REDACTED]) and Senior Manager: Office of the CEO ([REDACTED]) met with the Chairperson of the Human Resources and Remuneration Committee ("HRRC") (Mr. Smunda Mokoena) on the 22nd of January 2021.
- 2.5. The Task Team also met on the 25th and 26th of January 2021 to review and quality assure the spreadsheets prepared by NERSA HR Team.
- 2.6. The nominations/applications were submitted to DMRE Officials (Director-General and Chief Director: SOE Oversight) in sealed boxes and memory sticks on the 27th of January 2021. However, there was no one to receive the box on behalf of the Director-General because the DMRE Building (Trevenna Campus in Sunnyside) was closed due to a COVID-19 case.
- 2.7. The box and memory sticks were delivered to DMRE (Visagie Street Building). However, there was also no one to receive the boxes on behalf of the Chief Director: SOE Oversight and the DG at DMRE (Visagie Street Building). The boxes were then delivered again on the 28th of January 2021 to DMRE (Visagie Street Building) and acknowledgment of receipt of boxes is available.
- 2.8. The spreadsheet of all nominations/applications was electronically sent to the DMRE Official via email as per request from the DMRE official and confirmed by the Senior Manager: RSU on the 4th of February 2021.
- 2.9. The candidates' demographics in terms of gender and race are indicated in the below two tables:

**REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR
MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)**

Table 1: Gender

Group	Number	Percentage
Males	24	71%
Females	10	28%

Table 2: Race

Group	Number	Percentage
Africans	28	82%
Indians	4	12%
Coloureds	1	3%
Whites	1	3%

2.10. The requirements of the position were:

- a) a Master's Degree or equivalent in Engineering / Finance / Economics / Law / Business Management;
- b) Minimum ten (10) years working experience including five (5) years in a Regulatory Environment and five (5) years at Executive Management;
- c) Experience in economic regulation and
- d) Sound understanding of regulatory policy in the South African context and of the South African Electricity, Piped-Gas and Petroleum Pipelines industries are of great importance.

2.11. The spreadsheets of candidates nominated was prepared by NERSA HR Team. The preliminary shortlist is indicated in the table below:

Table 3: Preliminary Shortlist

List	Pre-shortlisted as	Number of Candidates	Percentage
A	Suitable	10	29.4%
B	Possible	11	32.4%
C	Not suitable/possible	13	38.2%

**REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR
MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)**

List A includes candidates who were identified as meeting all the requirements. List B includes candidates who were identified as meeting most of the requirements. List C includes candidates who were identified as not meeting all the requirements.

3. SHORTLISTING

- 3.1. As per the request of the Director-General [REDACTED], the Chairperson of the HRRC: NERSA (Mr. [REDACTED]) and the CD: SOE Oversight [REDACTED] were tasked to conduct preliminary shortlisting. A meeting for conducting the shortlisting was held on the 16th of March 2021 via Microsoft Teams. All 34 applications were scrutinized during the short listing process.
- 3.2. The HOD: HR transactions (Mr. [REDACTED]) and the HR Planning Specialist (Mr. J. [REDACTED]) from NERSA also attended the meeting.
- 3.3. The proposed shortlisting by Messrs [REDACTED] and [REDACTED] was to be confirmed on Thursday by the Selection Panel appointed by the Minister consisting of:
- 3.3.1. [REDACTED]; Director General, DMRE (Chairperson);
 - 3.3.2. [REDACTED]; CD: SOE Oversight, DMRE;
 - 3.3.3. [REDACTED], Interim Chairperson, NERSA; and
 - 3.3.4. [REDACTED], Chairperson of the HRRC, NERSA.
- 3.4. The shortlist conducted on the 16th of March 2021 interrogated all the thirty-four (34) nominations and came up with seven (7) candidates who should be considered for interviews. The seven (7) candidates are indicated in the table below;

**REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR
MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)**

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA

Tel: 27.11.376.1000 Website: www.anc.org.za

DEPLOYMENT COMMITTEE ZOOM VIDEO CONFERENCE CALL 15 JUNE 2020

1. Welcome
2. Apologies
3. Public Enterprise Department – Minister Gordhan
Appointment of Director General
4. National Treasury – Minister Mboweni
Appointment of Board
5. Commission for Gender Equality
Appointment of Chief Executive Officer
6. Closure

President: C Ramaphosa, **Deputy President:** D Mabuza, **National Chairperson:** G Mantashe, **Secretary General:** SE Magashule, **Deputy Secretary General:** J Duarte, **Treasurer-General:** P Mashatile



**OFFICE OF THE NATIONAL DIRECTOR
OF PUBLIC PROSECUTIONS**

Victoria & Griffiths Mxenge Building,
123 Westlake Avenue, Weavind Park - Silverton,
Pretoria, 0001

Private Bag X752, Pretoria, 0001

Contact number: 012 845 6758

Email: ndpp@npa.gov.za
www.npa.gov.za

Ref: ONDPP

[REDACTED]

Minister of Justice & Correctional Services

Private Bag X 81

PRETORIA

0001

Dear Minister

**RE: NOMINATION OF A PERSON TO SERVE ON THE BOARD OF THE ROAD TRAFFIC
INFRINGEMENT AGENCY IN TERMS OF SECTION 6(1)(b) OF THE ADMINISTRATIVE
ADJUDICATION OF ROAD TRAFFIC OFFENSES ACT, 1998 (ACT NO.46 OF 1998)**

We acknowledge receipt of a letter from the Minister of Transport dated 06 November 2019,
wherein NPA is requested to nominate a person to serve on the RTIA Board.

The NPA nominates Advocate **[REDACTED]** as the representative on the new RTIA Board.

Advocate Thenga the Director of Public Prosecutions Limpopo's contact details are:

[REDACTED] or **[REDACTED]** for further communication.

Kind regards

[REDACTED]
National Director of Public Prosecutions

Date 03/10/19.



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

RE-CALL FOR NOMINATIONS BOARD MEMBERS FOR AMATOLA WATER

L N SISULU, MINISTER OF HUMAN SETTLEMENTS, WATER AND SANITATION CALLS FOR NOMINATIONS FOR THE APPOINTMENT OF BOARD MEMBERS TO GOVERN AMATOLA WATER FOR THE TERM 2020-2024

The Minister of Human Settlements, Water and Sanitation is the Executive Authority and shareholder of Amatola Water. She is responsible for the appointment of Board Members of Water Boards. Amatola Water is a National Government business entity, operating in terms of the Water Services Act, Act No. 108 of 1997 and listed as a schedule 3b in the Public Finance Management Act, Act No. 1 of 1999.

The primary role of Amatola Water is the provision of bulk water supply (both potable and untreated water), waste water treatment and other related services, to the public benefit. Its service area includes most the Amathole and Christ Hani District Municipality, the Ndlambe Municipality and smaller portion of the Cacadu and Joe Gqabi District Municipality in the Eastern Cape Province.

Individuals and organisations are invited to submit nomination of suitably qualified persons to be considered for appointment as members of the Board of Amatola Water on or before 31 March 2020.

Accordingly, the Board must comprise of interested, suitably qualified and skilled members having experience in one or more of the following areas:

- Engineering with particular emphasis on project management, construction, contract management; Water resource specialists; Science and Information Technology; Treasury; Corporate and Project Finance; Accountants; Legal and Risk Management; Human Resources Management and Environmental Management.
- Must have personal attributes of objectivity, integrity, good reputation, commitment and South African citizen
- Appropriate knowledge of, understanding and experience in exercising fiduciary duties in accordance with the provisions of the PFMA, King Code of Good Corporate Governance and Companies Act

A nominee will not be considered to hold office as a member of the Board if he/she:

- is an un-rehabilitated insolvent, has been convicted of any offence involving dishonesty, fraud or has been sentenced to imprisonment without the option of a fine.

Grounds for Disqualification:

A nominee will not be considered to hold office as a member of the Board if he/she is a unrehabilitated, insolvent, has been convicted of any offence involving dishonesty, fraud or has been sentenced to imprisonment without the option of a fine. Officials working for the Department of Human Settlements, Water and Sanitation and Amatola Water will also be disqualified.

Stipends

The appointed Board Members shall receive a stipend determined and approved by the Minister of Human Settlements, Water and Sanitation. The stipend is paid in respect of expenses incurred in and during attendance of official duties.

Requirements:

Upon appointment, the Minister reserves the right to conduct probity check (criminal and civil records; reference checks; verification of qualifications and experience; credit record and integrity test). Every nomination of a person for appointment to the Board must be signed by a proposer and seconder, none of whom may be the nominee, and must also contain the nominee's signed acceptance. No person may nominate or second more than one candidate.

Applications:

Nominations, together with a Curriculum Vitae and copy of the nominee's ID, as well as a motivation as to the suitability of the nominee, should be submitted to:

The Department of Water and Sanitation, Directorate: Institutional Oversight. Attention: Ms N Mbele, Private Bag X313, Pretoria or hand deliver to 191 Francis Baard, Waterbron Building. It is a requirement that nominees should also forward their application and CV online/ electronically to: waterboards@dwa.gov.za

Please note that this is a re-advertisement, people who have applied before are encouraged to re-apply.

Table 4: Proposed Shortlist

Ranking	Full Name	Race	Gender	Qualifications	Current or most recent position and Employer	Comments
15	[REDACTED]	Indian	Male	Master of Business Administration Degree and BSc Degree in Electrical Engineering	General Manager, Southern Africa Energy / Mega Projects at Eskom from 2016 to date	Served as an Executive Manager, Electricity Regulation at NER / NERSA from 2002 to 2007
16	[REDACTED]	White	Female	MSc Degree in Economics and BA Honours Degree in Economics	Managing Director of Lungiswa Energy Pty Ltd from June 2017 to date	Served as a Full-Time Regulator Member Primarily Responsible for Piped Gas at NERSA from October 2005 to March 2013
20	[REDACTED]	African	Male	Master of Business Administration Degree, Postgraduate Diploma in Engineering and BSc Degree in Electrical Engineering	Deputy Director General, Energy Programmes & Projects at the Department of Energy from November 2018 to date	Served at various portfolios at the Department of Energy since April 2014 to date
30	[REDACTED]	African	Male	Master of Business Leadership Degree, Bachelor of Commerce Degree and BSc Degree in Chemical Engineering	Full Time Regulator Member, Petroleum Pipelines Regulation at NERSA from January 2018 to date	Serving as Full Time Regulator Member, Petroleum Pipelines Regulation at NERSA from 16 January 2018 to date
5	[REDACTED]	African	Male	Master of Engineering Management Degree and Bachelor of	Chief Executive Officer of Africa Energy Corporation from January 2019 to date	Served as Energy Advisor to the State President of RSA from

REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)

				Engineering Honours Degree	February 2015 to January 2018
17	[REDACTED]	African	Female	LLB Degree, B Proc Degree and Diploma in Company Direction	Currently Acting CEO at NERSA from March 2020 to date
28	[REDACTED]	African	Male	MSc Degree in Macro Economics, B Admin Honours Degree in Economics and B Admin Degree	Served as Full Time Chairperson at Municipal Demarcation Board from May 2009 to February 2014

3.5. Four (4) candidates were identified from the A List (Suitable) and three (3) candidates were identified from the B List (Possible). There were no candidates identified from the C List (Not suitable/possible) that could be considered for interviews.

3.6. Spreadsheets with full profiles of the seven (7) candidates shortlisted is attached as Annexure A.

3.7. Spreadsheets will full profiles of all the thirty-four (34) candidates is attached as Annexure B.

4. DELIBERATIONS/CONSULTATION ON THE SHORTLIST

4.1. The spreadsheet containing all the nominations (pre-shortlists of suitable, possible and not suitable candidates) was sent to [REDACTED] (Interim Chairperson, NERSA) for consultation purpose by [REDACTED] on the 16th of March 2021 because she could not attend the meeting of 15th March 2021.

4.2. On the 16th of March 2021, [REDACTED] sent a brief report on the shortlisting to [REDACTED].

REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR
MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)

- 4.3. [REDACTED] provided her inputs and also raised some issues;
- (a) She agreed with non-suitability of all the candidates on the C List (Not Suitable/Possible).
- (b) She agreed with borderline candidates on the B List (Possible), except for [REDACTED] whom she thought should have been included in the A List (Suitable). She requested that clarity be provided on the three (3) candidates identified as not meeting the minimum 5 years' experience in a regulatory environment.
- (c) She agreed with the candidates on the A List (Suitable), except for point (b) above and requested that clarity be provided at the meeting of 18th March 2021 with the Director-General.
- 4.4. During the Microsoft Teams meeting of the 18th of March 2021 to confirm the preliminary shortlist proposed with the Director-General, the issues raised by [REDACTED] were responded to by [REDACTED]
- (a) [REDACTED] experience at the Public Protector South Africa is more in a complaints-driven environment, her experience is also in the financial management side and she has not been put in the final shortlist.
- (b) [REDACTED] experience at the Municipal Demarcation Board is more in a regulated environment and he has been put in the final shortlist.
- (c) [REDACTED] has extensive experience in the energy industry and he has been put in the final shortlist.
- 4.5. The Selection Panel confirmed the final shortlist on Table 4 as candidates who should be considered for interviews.
- 4.6. Due to intermittent disruptions of virtual meetings caused by load shedding, the Selection Panel agreed that interviews should be held by the end of March 2021 at NERSA [REDACTED] to allow face to face interactions with the candidates. COVID-19 regulations/protocols will be adhered to at all times during the face to face interviews. The date of interviews will be communicated in due course.

**REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR
MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)**

[Redacted]

Chairperson of the HRRC - NERSA
Date: 24 March 2021

[Redacted]

Interim Chairperson of NERSA
Date:

[Redacted]

CD: SOE Oversight
Date:

[Redacted]

HOD: HR Transactions
Date: 25 March 2021

[Redacted]

HR Planning Specialist
Date: 18 March 2021

REPORT ON CONFIRMATION OF SHORTLIST FOR THE POSITION OF NERSA'S FULL-TIME REGULATOR
MEMBER DESIGNATED AS CHIEF EXECUTIVE OFFICER (FTRM-CEO)



Position Title	Chief Executive Officer
Date Advertised	11 December 2007
Advert Closing Date	18 January 2008

Requirements (Qualifications) : Minimum of Master's Degree or equivalent in Engineering / Finance / Economics / Law / Business Management

Requirements (Experience) : Minimum ten (10) years working experience including five (5) years in a Regulatory Environment and five (5) years at Executive Management
Experience in economic regulation
Sound understanding of regulatory policy in the South African context and of the South African Electricity, Pipelines, Gas and Petroleum Pipelines industries are of great importance

Requirements (Skills) : Strategic Management, Strategic Decision-making, Relationship Management, Performance Management, Leadership, Corporate Governance, Financial Management and Regulatory

RECOMMENDED LIST: DCDT DIRECTOR GENERAL POST – AUGUST 2020

Post	Qualifications	Skills and Areas of Specialisation	Province	Age	Gender	Number of Candidates	Qualifications	Skills and Areas of Specialisation
2. [REDACTED]	[REDACTED]	[REDACTED]	Gauteng	53	African, Male	[REDACTED]	[REDACTED]	[REDACTED]
	<p>Current Employment :</p> <p>[REDACTED]</p> <p>ICASA General Manager: Consumer Affairs, Commission on Gender Equality (CGE) Head of Department: Public Education and Information, SABC Specialist Producer, Administration Board Northern Transvaal: Sport Organiser</p>						<p>Executive and Strategic Leadership, Business Management, Corporate Governance, Communications, Financial Management</p>	<p>MBA, Post Graduate Diploma in Management Studies, Bachelor of Arts Honours, Bachelor of Arts, Certificate in Management, Certificate in Development, Senior Certificate</p>

No.	Names and Surname	Race / Gender	Age	Province	Qualifications	Skills and Areas of Expertise
6.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Director, Information Technology Operations at University of Pretoria, Department of Justice IT Infrastructure and Support Director, Statistics SA Intranet Manager, Times Media Group Information Management Specialist, ICASA Information management Specialist, Liebenberg and Stander Consulting Engineers Information Management Officer, Careers Research and Information Centre Junior Information Officer</p>	African, Male	50	Gauteng	<p>[REDACTED]</p> <p>Information Communication Technology.</p>	<p>Masters of Information Technology, Degree of Bachelor of Library and Information Science, Baccalaureus Information Honours, Microsoft Project Certificate</p>
7.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>AtDigitalize CEO, Milestone Connexions CEO, Motus Aftermarket Parts CIO, South African Township and Rural Development Institute CEO, Dimension Data Senior Contract and Service Delivery Manager, Independent Strategist and Business Advisor, Standard Bank Southern Africa Senior Portfolio Manager, National Research Foundation IT Manager, Comastone Consulting IT Outsource Project Manager, ICT Works Consulting IT Outsource</p>	African, Female	46	Gauteng	<p>[REDACTED]</p> <p>Executive and Strategic Leadership, Business Development, Researcher, Financial Management, Governance, Information Technology</p>	<p>Master of Business Administration, Bachelor of Science, Senior Leadership Programme</p>

No#	Name and Surname	Race and Gender	Age	Province	Skills and Area of Expertise	Qualifications
9.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Lecturer, IFA Independent Field Advertiser, Director at Pressed in Time, South African Early Child Development Council Project and Contract Manager, Helen Joseph Hospital Board Member, Nokia Siemens Networks Contract Manager, Telkom SA Operations Manager, Project Consultant at Business Process Re-engineering and iCaro Flow-Thru, Payphone Section Technician and Database Administrator, Telkom SA Technician and Test Clerk/Telkom SA Telkom Technician (Faults and Fitting)</p>	African Male	50	Gauteng	Business Management, Project Management, Technical, Contract Management, Financial Management	Baccalaureus Technologiae Education, Magister Technologiae: Business Administration, Doctoris Technologiae Business
10.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>General Manager: Southern Africa IT Infrastructure Life Services at Evernex International, Director: Africa Software and Application Business Development at Kamital Afrique, Network Consultant at Ericsson,</p>	Male	47	Gauteng	Strategic Leadership, Business Development	MSc Information Technology Management, Diploma in Solution Sales Management, Diploma in Service Delivery Management, Diploma in Information Systems

	Regional Sales Manager at Tellnut(Pty)Ltd						Engineering
11.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Head of Broadcast at KweseTV, SABC general Manager: Facilities, SABC Technical and Regional Manager, SABC National MCR Manager, SABC Senior Technician, Deputy Presiding Officer at IEC,</p>	Male	47	Gauteng	[REDACTED]	Technical Skills, Communication, Executive Leadership, Production Management	MBA, PDBA, SABC Technology Accelerated Management Development Programme, National Diploma in Engineering Electrical, Post Graduate Diploma in Business Administration, Senior Certificate
12.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Journalism: Daily Dispatch Media, Tutor: University of Fort Hare, Junior Lecture: University of Fort Hare, Senior Lecture: University of Fort Hare, Senior Lecture: Tshwane University of Technology, Senior Lecture: UNISA, Associate Professor: University of Limpopo, Shadow Director: School of Language and Communication Studies at University of Limpopo</p>	African Female	54	Gauteng	[REDACTED]	Marketing Communications, Graphic Design, Digital Marketing, Lecturer	PhD Communication Science, Diploma in Internet Studies, Ma International Communication, Diploma in Telecommunication, BA Communication Honours, BA Communication
13.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Amscor General Manager, ACSA Corporate Specialist: Security Technology Projects, Head of Computer and Network Services at the University of</p>	African, Male	51	Gauteng	[REDACTED]	Executive and Strategic Leadership, Information and Communication Technologies Skills, Technical,	Masters of Business Administration, BSc. Computer Science

	<p>Witwatersrand, Advisor at the Department of Defence, DDG: Information Services at Department of Home Affairs, Centre Manager at CSIR, CIO at DPSA, IT Coordinator at Chartered Accountants Medical Aid Fund, System Analyst at South African Non-Government Organisations Network, Analyst Programmer at South African Airways</p>	African, Male	63	Gauteng	<p>Executive and Strategic Leadership, Corporate Governance, Technical, Communication</p>	<p>BA Hons in Media Studies, Postgraduate Diploma in Communication Science, Diploma in 21st Century Telecommunications, BA Hons in Speech and Drama, BA in Communication Science and Speech Drama, Advanced Marketing management Certificate, Certificate in Management Practice</p>
14.	<p>Current Employment: Vamma Media and Production Founder, Provincial Programming Advisor at SABC, SABC General Manager: PBS Radio, SABC General manager: Radio Strategy, SABC Group Programme Manager: PBS, Mindset Network Sales Manager, WorldSpace PTY LTD Regional Manager, WorldSpace PTY LTD Content Manager, P4 Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager</p>	African, Female	36	Gauteng	<p>Strategic Management, Business Management,</p>	<p>Master of Business Admin (2019), Bachelor of Commerce Honours in Business Management, Diploma in Business Analysis, ND-Human Resources Management</p>
15.	<p>Current Employment: Consultant Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowcentric Technologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at</p>					

16.	<p>SEDA, CRM Helpdesk Administrator at SEDA, ICT Administrator at SEDA, IT Intern at SEDA</p> <p>[REDACTED]</p> <p>Current Employment:</p> <p>ICT Director at NMBM, Senior IT Manager at EC Legislature, ICT Manager at Department of Safety and Liason, Executive Head of Marketing and Sales at Vodacom, Executive Head of Operations at Vodacom South Africa, Customer Service Analyst at Caltex Oil South Africa, Computer Programmer at BP South Africa, Tutor at University of Cape Town</p> <p>[REDACTED]</p> <p>Current Employment:</p> <p>COO at Council for the Built Environment, Construction Health and Safety Technical Committee Member at Department of Labour, Board Committee Member at CIBD, Acting CEO at Council for the Built Environment, Chief Director Engineering Services at Department of Human Settlement, Acting Chief Director Infrastructure and Operations at Department of Public Enterprise, Acting Chief Director Infrastructure Planning at Office of the Gauteng Premier, Director Infrastructure and Operations at Department of Public Enterprise, Director Infrastructure Planning at Office of the Gauteng Premier, Trustee and Non Executive Director at House Owners Association, Senior Engineer Manager Infrastructure and Operations at Transet, Board Committee Member at SA Institute of Civil Engineers,</p>	African, Male	58	Eastern Cape	Business Analyst, Marketing, IT Specialist,	BSC, Honours in Business Management, Certificate in Project Management, Bachelor of Science (Mathematics and Computer Science)
17.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>COO at Council for the Built Environment, Construction Health and Safety Technical Committee Member at Department of Labour, Board Committee Member at CIBD, Acting CEO at Council for the Built Environment, Chief Director Engineering Services at Department of Human Settlement, Acting Chief Director Infrastructure and Operations at Department of Public Enterprise, Acting Chief Director Infrastructure Planning at Office of the Gauteng Premier, Director Infrastructure and Operations at Department of Public Enterprise, Director Infrastructure Planning at Office of the Gauteng Premier, Trustee and Non Executive Director at House Owners Association, Senior Engineer Manager Infrastructure and Operations at Transet, Board Committee Member at SA Institute of Civil Engineers,</p>	African, Male	35	Gauteng	Corporate Governance, Finance, Supply Chain, Project and Contract Management, Strategic Management, Information and Communication Technology, Business Development	Masters of Business Administration, Masters of Engineering Management, BSc Civil Engineering (Hons), Certificate in Co-operative Governance



Summary:

5 African females

14 African males

1 Lesotho national – in the process of naturalization

Name and Surname	Race	Age	Province	Qualifications	Work and Professional Experience
1. [REDACTED] Brand South Africa Acting CEO, DCDF Deputy Director General: Governance and Administration, DPSA Chief Director: Corporate Resource Management, MISA Corporate Service, DPSA Acting Chief of Staff, DPSA Acting COO, DPSA Acting DDG: Governance, DPSA Acting DDG: Management of Compensation, Director: DoD Human Resource Policy Management Director, DoD Labour Relations Director, Department of Defence (DoD) Deputy Director: Management Consultancy Service, Department of Home Affairs Work Study Practitioner	African, Female	50	Gauteng	Postgraduate in Management, Education, Bachelor Baccalaureus Paedonomalae, Senior Teacher Diploma, Management Service	Executive and Strategic Leadership, Governance and Administration, Financial Management, Human Resource
2. [REDACTED] CSIR NextGen Enterprises and Institutions: Impact Area Manager, CSIR Meraka Institute: Principal Researcher and Research Group Leader, CSIR Meraka Institute: Senior Researcher, National University of Lesotho Head of Department, Alabama State University Adjunct Instructor, National University of Lesotho Lecturer	African, Male	51	Gauteng Nationality: Lesotho and in a process of naturalization	PhD, Master of Science, Bachelor Programme in Project Management, Senior Certificate	Executive and Strategic Leadership, Project Management, Lecturing, Research and Technology Development, Financial Management, Business Development Legal, Executive Development
3. [REDACTED]	African	57	Gauteng	Master Legum in Administrative	

Names and Surname	Race / Ethnicity	Age	Province	Qualifications
<p>Director at MIC Consulting, Group Executive Legal and Regulatory at Internet Solution, South African Communications Forum Board Member, Head of Department at Gauteng Provincial Department, Board Member at Gauteng Provincial Liquor, Natal Spruit Hospital Board Member, Executive Director at Ekurhuleni Metropolitan Municipality, Chief Director at Department of Communications, Head of Department : Truth and Reconciliation at African National Congress</p>	Male			<p>and Municipal Law, Baccalaureurs Procurationis, Baccalaureurs Legum, Nyukela Public Service SMS Pre-Entry Programme</p>
<p>4. [REDACTED]</p>	African Male	52	Gauteng [REDACTED]	<p>Organisational Leadership, Corporate Governance, Information Communication Technology, Finance</p>
<p>DCDT Deputy Director General : SOE Oversight and ICT Enterprise Development, Strategic Management Services Chief Director at the Department of Higher Education and Training, Chief Financial Officer at the Local Government Sector Education and Training Authority, Director Banking Development, Ithala Development Finance Corporation Chief Operations Officer, DCDT Chief Director: Shareholder Management Unit, Director: Budget Office at National Treasury, Economist at Ntsika Enterprise Promotion Agency, Development Planner at MetroplanTown and Regional Planners and Development Consultants, Research at Development and Land use Economists, Research Assistant at University of Natal</p>				<p>MBL, Bachelor of Social Science Honours, Bachelor of Social Science Senior Certificate</p>



public enterprises

Department:
Public Enterprises
REPUBLIC OF SOUTH AFRICA

DIRECTOR-GENERAL

CANDIDATES NAME(S)

[REDACTED] [REDACTED] [REDACTED]

SUITABILITY

SUITABLE

POSSIBLE

NOT SUITABLE

RATINGS

1: None, 2: Below minimum requirements, 3: Equal to minimum requirements, 4: Exceeds Minimum Requirements, 5: Far Exceeds Minimum Requirements

Postgraduate qualification (NQF Level 8)	1	2	3	4	5
10-years of experience at senior managerial level	1	2	3	4	5
5 years must be a member of SMS in the Public Service, preferably in the public sector	1	2	3	4	5
Knowledge in the Global Economy, the Continental Economy, the Southern African Regional Economy and the South African Economy	1	2	3	4	5
Knowledge of the South African Government's vision, strategies, plans, policies, programmatic activities and the institutional arrangements	1	2	3	4	5
Experience in Global best practice in the design and management of State-owned entities	1	2	3	4	5
Knowledge of the Public Enterprises portfolio in particular with respect to state capture and corruption	1	2	3	4	5
Experience in Management practice in the South African Public Service.	1	2	3	4	5
Knowledge and ability to work successfully with an executive authority or the equivalent. Leadership, management, administration, organizational design & development, change management, monitoring and evaluation.	1	2	3	4	5
Knowledge and ability to work effectively with other players in Government and the Private Sector.	1	2	3	4	5
Z83 Form attached	Y		N		
CV attached	Y		N		
Certified Copies of ID and Qualifications attached	Y		N		

Screening's comment

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NAME: Swolene
 DEPARTMENT OF PUBLIC ENTERPRISES
 DATE: 11/07/2019

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 DEPARTMENT OF PUBLIC ENTERPRISES



Graduate School of Business Leadership

of the

University of South Africa

This is to certify that



has complied with the requirements for the twelve-month

PROFESSIONAL CERTIFICATE IN MANAGEMENT (THE CAPABLE MANAGER 1997/98)

This certificate is based on materials and methods
provided by the Open University,
Milton Keynes, United Kingdom

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MANAGING INFORMATION / INFORMATION FROM DATA
UNDERSTANDING ACCOUNTS AND COSTS / BUDGETING AND PERFORMANCE

NAME: [Signature]
DEPARTMENT OF PUBLIC ENTERPRISES

DATE: 11.07.2009

Director and Executive Officer
Graduate School of
Business Leadership

Chairman
SBL Board



30 May 2012

[Redacted]
Director: Human Resources
Department of Public Enterprises
Private Bag X15
Hatfield
0028

Dear Ms Mpondo

**Verification for the Department of Public Enterprises of the Learner Achievements of
Frans Kgathatso Tihakudi, National ID 7109245648086**

The South African Qualifications Authority has been pleased to assist the Department of Public Enterprises, via its National Learners' Records Database, by performing this verification.

The verification results are as follows:

Qualification	Institution	Year	Found
Metric		1989	Yes
Bachelor of Science in Engineering	University of Witwatersrand	1996	Yes
Master of Business Administration	University of Cape Town	2004	Yes

Recommended wording for press statements:

Mr Tihakudi was appointed to the position of ... in the Department of Public Enterprises. His qualifications include a Bachelor of Science in Engineering and a Master of Business Administration (MBA).

We look forward to being of further service to you in the future.

Yours sincerely

Yvonne Shapiro

Director: National Learners' Records Database

cc Geeva Pillay, Chief Director, HR Planning, DPSA

SCANNED

SAQA'S MISSION

To ensure the development and implementation of a National Qualifications Framework that contributes to the full development of each learner and to the social and economic development of the nation at large

PostNet Suite 248
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SAQA House
1067 Arcadia Street
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Tel: (+27 12) 431-5000
Fax: (+27 12) 431-5200
Helpdesk: 086 010 3188
Website: www.saqa.org.za
E-mail: saqa@saqa.org.za



we certify that



was admitted to the degree of

Master of Business Administration

on 18 June 2004



[Signature]
Vice Chancellor



High Anwar
Registrar

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person has altered the original document.

NAME: *[Signature]*
DEPARTMENT OF PUBLIC ENTERPRISES
DATE: 11/07/2019



Senior Certificate (Std 10)

Senior Sertifikaat (St 10)

(National Senior Certificate Examination)

(Nasionale Senior Sertifikaatëksamen)

DEPARTMENT OF PUBLIC ENTERPRISES
 SUIZ 491 IMPROVED LITIG
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 PRIVATE BILL
 MATHEO J. OBI
 DEPARTMENT OF PUBLIC ENTERPRISES

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AWARDED TO/TOEGEKEN AAN:

[Redacted Name]

NAME: W. J. van Niekerk
 DEPARTMENT OF PUBLIC ENTERPRISES

DATE: 11/07/2019

EXAM. NO/EKSAMENNR.

A482312

Subjects passed/Vakke geslaag		Symbol/Simbool
SOUTH SOTHO FIRST LANGUAGE HG	SUID SOTHO EERSTE TAAL HG	D
ENGLISH SECOND LANGUAGE HG	ENGELS TWEDE TAAL HG	B
MATHEMATICS HG	WISKUNDE HG	D
PHYSICAL SCIENCE HG	NATUUR EN SKEIKUNDE HG	B
TECHNICAL DRAWING HG	TEGNIËSE TEKENE HG	D
ELECTRICIANS WORK SG	ELEKTRISIENSWERK SG	C
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XX
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XX

W. J. van Niekerk

Examinations Officer
 Eksamenbeampte

J. A. Nain

Director-General : Education and Training
 Direkteur-generaal : Onderwys en Opleiding

This certificate has been exempted from the Matriculation Examination of the incorporated universities in the Republic of South Africa
 Hierdie sertifikaat is verduidelik van die Matriculation Examination van die ingeskrewe universiteite in die Republiek van Suid-Afrika

with effect from
 met ingang van 1990/01/01

904 1464541F

Secretary, Joint Matriculation Board
 Sekretaris, Gemeenskaplike Matrikulasiëraad

Issued without alteration or errors / Uitgereik sonder verandering of oortyding



UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

At a congregation of the University
held on 3 December 1996



was admitted to the Degree of
Bachelor of Science in Engineering
Branch of Metallurgy and Materials Engineering
Physical Metallurgy Option

DEPARTMENT OF PUBLIC ENTERPRISES
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11 JUL 2019
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DEPARTMENT OF PUBLIC ENTERPRISES

Jan Kuylenstierna

Dean, Faculty of Engineering

Arthur

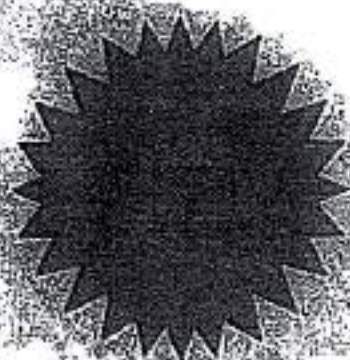
Vice-Chancellor and Principal

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person has altered the original document.

[Signature]

Registrar (Academic)

NAME: *Jan Kuylenstierna*
DEPARTMENT OF PUBLIC ENTERPRISES
DATE: *11/07/2019*



**Royal Aeronautical Society
Air Transport Management**

Management development program run by the British Royal Aeronautical Society for emerging managers in the aviation industry. The course duration was two weeks and covered: economics, law and aeronautical engineering.

Oct. 1995

Lever Brothers

Business Trainee

Was a place to attend a business-training course.

Professional Membership

Member Institute of Directors in Southern Africa (IoDSA)

Current

Member: DATAM Procurement Committee (Nov. 1999 – Mar. 2000)

Responsibility for BEE and SMME development.

Developed a BEE SMME scorecard for the company for rating suppliers compliance.

Member: Denel Aviation Restructuring and Transformation Committee (Jun. 1997 to Aug. 1998)

Education

Feb 2003 to Mar 2004

UCT GSB

Master of Business Administration

Concentration on Marketing and Finance(Fulltime studies)

1997

UNISA SBL

Post Graduate Certificate in Management

Part of Denel management development program.

1991-1995

University of Witwatersrand

Bachelor of Science in Engineering

Concentration in Physical Metallurgy.

Pre-University (1990)

Pre-university bursary scheme funded by Anglo-American Corporation.

Other Education

Jun. 2019

The Public Policy and Private Sector Development Executive Programme,

Lee Kuan Yew School (LKY) of Public Policy, Singapore

Oct. 2015

Institute of Management Development, Lausanne, Switzerland

High Performance Board Programme

Apr. 2009

North-West University

Principles of Project Management and Acquisition Management

Jan. – March, 2004

Wolfson College, Cambridge University

Fellow of Sainsbury and Gatsby Visiting Scholar

As part of the Sainsbury Trust scholarship for studying business at UCT GSB I spent two months at Cambridge University based at the Institute of Manufacturing.

Apr. 1999

Customer Support Manager/Project Manager (Jun. 1998 – Aug. 2001)

Customer relationship management for an aircraft maintenance facility. Most of the clientele African transport aircraft operators.

Work scope negotiation and management, ensuring project delivery on agreed terms – cost and downtime.

Reporting to Executive Manager: Marketing and Business Development

Engineer: Industrial Participation (Nov. 1998 – May 1999)

Management of sponsored research projects conducted through the UCT and Wits, which were respectively on the following: extension of fatigue life of aluminium engineering components using shot-peening and updating of CPCP programme for aircraft that are exposed to conditions in Central Africa

Reporting to Executive Manager: Industrial Participation

Development Engineer (Sept. 1996 - Nov. 1998)

Fatigue life determination on fatigue critical components on the ROOVALK attack helicopter and optimization of fatigue life calculation methods.

Component failure investigations.

Bulkhead stress checking for ROOVALK attack helicopter qualification.

Reporting to Manager: FUMS Manager

Other Experience

October 2013 to current

UN Food and Agricultural Organisation 2015 World Forestry Conference

Local Organisation Committee Member

Apr. 2013 to current

Department of Agriculture Forestry and Fisheries Kabelo Trust

Trustee

Apr. 2012 to Mar. 2016

Air Traffic Navigation Service (ATNS)

Non-Executive Director

Aug. 1998 – Jul. 2002

Denel Aviation

Chairperson: DATAM Procurement Committee (Apr. 00 – Jul. 02)

Ensuring that procurement policies are adhered to in purchasing of goods and services for the company.

Responsibility for ensuring diversification of the register of preferred suppliers, to include more BEE and SMME companies, and fair treatment of such suppliers.

Sep. 2004 – Dec. 2007
Volkswagen SA

National field Operations Manager

Nine Regional Managers reporting. Responsible for after sales business of Volkswagen and SEAT brands (in the Northern Regions (Mpumalanga, Limpopo, Gauteng, North West, Northern Cape, Free State, Botswana and Namibia).

Implementation of Programmes that will improve the dealers' capability and productivity to meet National Service Cost Recovery Rate.

Management of VW Warranty Goodwill budget, including adjudicating on customer and dealership complaints on claim rejection or underpayment.

Approval of vehicle exchanges resulting from built quality or recurring repair problems.

Implementation of the VWSA Mechanician Development Programme aimed at ensuring World Class skills in the dealer network.

Designing and implementation of programmes aimed at increasing Service Customer Satisfaction Index (CSI).

Ensure dealerships adherence to VWSA and Audi SA franchise standards.

Representation of Volkswagen SA at dealer body meetings and rental and leasing companies association meetings (SAVRALA).

Reporting to General Manager: National Service

Sep. 1996– Sep. 2004
Denel Group

Conversion Centre Manager (Mar. 2004 – Sep.20 04)

Departments reporting: Production, Maintenance Planning and Engineering, each headed by a manager.

General management of an aircraft modification and Cargo Conversion Centre.

Responsibility for developing business strategy.

Daily management of the operation to ensure: acceptable WP, PBT and ROI.

Ultimate responsibility for quality, meeting aircraft turnaround commitment and customer satisfaction.

The business unit had 150 aircraft technicians and 20 supervisory staff (incl. three managers, seven superintendents) reporting to the Conversion Centre Manager.

Reporting to Executive Manager: Operations

Production Manager (Sep. 2001-Jan. 2003)

Management of a commercial transport aircraft maintenance line, staffed with 43 aircraft technicians and four superintendents and eight team leaders supervisory staff.

Responsibility for starting a new commercial aircraft maintenance line, and this was done successfully. With the line showing positive contribution during its first year of operation – R12m on R43m turnover.

Final responsibility for quality of work performed, and on-time delivery of aircraft client.

Chairing of the departmental Health & Safety Committee.

Reporting to Executive Manager: Operations

- Provides technical advisory services to support SOC's compact alignment processes and facilitate the development/adoption thereof.

Reports to Director-General

Deputy Director-General: Manufacturing Enterprises (Jan 2013 to Dec 2018)

The executive head of a unit responsible for shareholder oversight over Denel Group, SAFCOL and Alexkor. The unit consists of a mixture of finance, economics and technical specialists

Provide advice to the DG, Deputy Minister and Minister on policy, strategy and stakeholder related issues in the defence, forestry and mining space

Perform the focal role in the analysis of proposals and negotiation of performance deliverables (shareholder compact, corporate plan, quarterly reports, annual financial statements, etc.) with the SOC's and the in-year monitoring of performance against these.

Commissioning of continuous internal and external review of SOC mandates to ensure alignment to national strategic objectives. The role includes engagement with stakeholders to ensure alignment and buy in.

Project management of strategic industry impact programmes. Some of these are: the emerging miners strategy, aerospace SOC consolidation, and SOC industrialisation programme.

Reports to Director-General

Jan. 2008 – Dec. 2012

ARMSCOR

Head of Division: Aero Systems Acquisition

31 subordinates including aircraft systems engineers, programme managers, logistics managers, contracts managers and administrative personnel – including three senior managers

Effective management of ARMSCOR aircraft systems acquisition portfolio on behalf of Department of Defence by ensuring adequate deployment of allocated financial resources - responsible for an annual acquisition expenditure of approximately ZAR5 billion

Ensure adherence to technical and regulatory requirements in acquisition of systems through ensuring the correct systems are in place within the division to ensure a credible process

Formulation and implementation of aero systems specific elements of the ARMSCOR's Acquisition Department Strategy

Member of the Divisional Acquisition Authorisation Committee, Aircraft Systems Control Board, Baseline Project Technical Steering Committee and Armaments Acquisition Control Board

Member: South African Air Force and Denel Aviation Steering Committee, aimed at restructuring the Maintenance, Repair and Overhaul (MRO) capabilities of both entities into a single capability.

Formulation of solutions to business issues as allocated by the Management Board. Lead the Business Discipline Improvement initiative, Senior Manager Technical position reformulation exercise and the BBBEE Strategy review processes. Member of the Acquisition Department Restructuring Workgroup

Co-Chaired a number of Multinational Armaments Acquisition Project Review Committees: Brazil-RSA, Sweden-RSA, France-RSA and EU-RSA

Chairperson: ARMSCOR Employment Equity Committee – directly elected by employees

Reporting to General Manager: Acquisition



Personal Information

Residential Address



Postal Address



Telephonic Contacts



Email



Marital Status



National Identification Number



Passport Number



Driver's License



Experience

Jan.2013 – Current

Department of Public Enterprises

Deputy Director-General: Business Enhancement Services (Jan 2019 to current)

The unit-

- Initiates and coordinates specialist research projects to model the short, medium and long-term business enhancement prospects;
- Develops and coordinates the implementation of SOC's' Group pipeline business enhancement strategies and instruments;
- Develops business enhancement models for the clusters and coordinates the adoption processes;
- Initiates and coordinate specialist research projects to define business enhancement inhibitors for the SOC Groups;
- Liaises with policy and regulatory institutions to mitigate the impact of the identified business inhibitors;
- Provides technical inputs to influence alignment of the regulatory regime impacting on the operations of the SOC Groups; and




Twitter: @kgathatsot



public enterprises

Department:
Public Enterprises
REPUBLIC OF SOUTH AFRICA

DIRECTOR-GENERAL

CANDIDATES NAME(S)

[REDACTED]

SUITABILITY

SUITABLE

POSSIBLE

NOT SUITABLE

RATINGS

1: None, 2: Below minimum requirements, 3: Equal to minimum requirements, 4: Exceeds Minimum Requirements, 5: Far Exceeds Minimum Requirements

Postgraduate qualification (NQF Level 8)	1	2	3	4	5
10-years of experience at senior managerial level	1	2	3	4	5
5 years must be a member of SMS in the Public Service, preferably in the public sector	1	2	3	4	5
Knowledge in the Global Economy, the Continental Economy, the Southern African Regional Economy and the South African Economy	1	2	3	4	5
Knowledge of the South African Government's vision, strategies, plans, policies, programmatic activities and the institutional arrangements	1	2	3	4	5
Experience in Global best practice in the design and management of State-owned entities	1	2	3	4	5
Knowledge of the Public Enterprises portfolio in particular with respect to state capture and corruption	1	2	3	4	5
Experience in Management practice in the South African Public Service.	1	2	3	4	5
Knowledge and ability to work successfully with an executive authority or the equivalent. Leadership, management, administration, organizational design & development, change management, monitoring and evaluation.	1	2	3	4	5
Knowledge and ability to work effectively with other players in Government and the Private Sector.	1	2	3	4	5
283 Form attached	✓			N	
CV attached	✓			N	
Certified Copies of ID and Qualifications attached	✓			N	

Screeners's comment

Internal candidate.

basadz! selling • communication • media

University of Venda

Certified a true copy of the original document	
2019-07-12	
Date	Clerk of the Court
	Louis Trichardt Magistrate



CLERK OF THE COURT-MAGISTRATE
MAGISTRATE OFFICE
PRIVATE BAG X2403
12 JUL 2019
LOUIS TRICHARDT 1925
CLERK OF THE COURT-MAGISTRATE

This is to Certify
that the

Bachelor of Administration

was Awarded to

[REDACTED]

at a Ceremony held on the

4th JUNE 1993

in Accordance with the Provisions of the
Act and Statute


Vice Chancellor




Registrar


Dean



UNIVERSITY OF STELLENBOSCH

2 March 1997

Student number: 96-6335-5
Date of birth : 25 September 1968

This is to certify that whereas

[Redacted name]

Certified a true copy of the original document
2019-07-12
Date
Clerk of the Court
Louis Trichardt Magistrate

has successfully completed the relevant one-year course of study, prescribed under the University's Statute and Regulations,

CLERK OF THE COURT-MAGISTRATE
MAGISTRATE OFFICE
study, PRIVATE BAG X2403
12 JUL 2019
LOUIS TRICHARDT 0920
CLERK OF THE COURT-MAGISTRATE

the diploma of

POST GRADUATE DIPLOMA IN SOCIAL RESEARCH METHODS

(POST GRADUATE DIPLOMA IN SOCIAL RESEARCH METHODS)

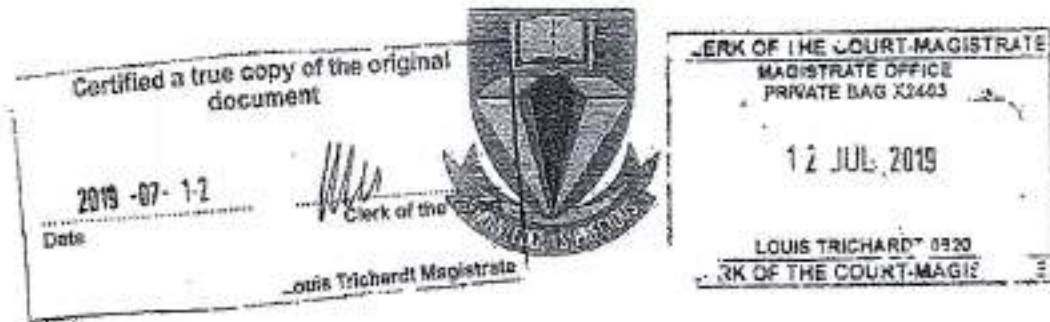
with all the rights and privileges pertaining thereto, was conferred on him in March 1997.

Certified an abridged translation of the original degree certificate.

Antzinger

REGISTRAR

University of Venda



This is to Certify
that the Degree of

Honours Bachelor of Administration

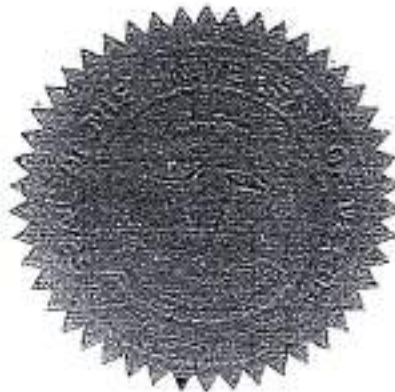
was Awarded to

[REDACTED]
at a Ceremony held on the

20-SEP-97

in Accordance with the Provisions of the
Act and Statute

[Signature]
Vice Chancellor



[Signature]
Registrar

[Signature]
Dean

REPUBLIC OF SOUTH AFRICA



REPUBLIEK VAN SUID-AFRIKA

00127 257

Senior Certificate (Std 10) Senior Sertifikaat (St 10)

[Handwritten signature]
National Senior Certificate Examination
Nasionale Senior Sertifikaat eksamen

AFRIKAANSE POLISIEDIENS
STATION COMMANDER
2017-07-23
CLIENT SERVICE CENTRE
HILDRON
AFRICAN POLICE SERVICE

AWARDED TO/TOEGEKEN AAN

IDENTITY NO./IDENTITEITS-NR

EXAM. NO./EKSAMENNR

Subjects passed/Vakke geslaag

Symbol/Simbool

TSONGA FIRST LANGUAGE HG	TSONGA EERSTE TAAL HG	C
AFRIKAANS SECOND LANGUAGE HG	AFRIKAANS TWEDE TAAL HG	E
ENGLISH SECOND LANGUAGE HG	ENGLIS TWEDE TAAL HG	D
ECONOMICS HG	EKONOMIE HG	C
ACCOUNTING HG	REKENINGKUNDE HG	C
TYPING SG	TIK SG	E
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XX
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	XX

[Handwritten signature]
Examinations Officer
Eksamenbeampte

[Handwritten signature]
Director-General : Education and Training
Direkteur-generaal : Onderwys en Opleiding

This candidate has been exempted from the Matriculation Examination of the incorporated universities in the Republic of South Africa
Hierdie kandidaat is vrygestel van die Matrikulasiëksamen van die ingelyfde universiteite in die Republiek van Suid-Afrika

with effect from
met ingang van 1990/01/01

974

1513448X

[Handwritten signature]
Secretary, Joint Matriculation Board
Sekretaris, Gemeenskaplike Matrikulasiëraad

Issued without alteration or erasure / Uitgeleë sonder verandering of uitwissing



UNIVERSITY OF CAPE TOWN

we certify that

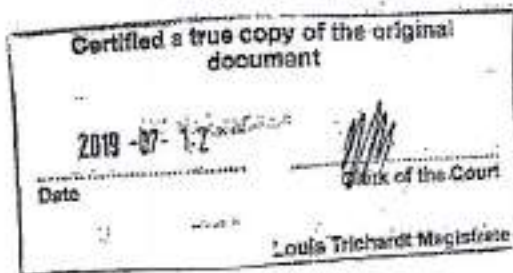


was admitted to the degree of

Master of Philosophy

in the Faculty of Engineering and the Built
Environment

on 14 December 2000



Vice Chancellor

Registrar

- Ministerial Sub-Committee, comprised of Ministers of all Departments involved in the restructuring of (SEOs).

The National Framework Agreement (NFA) – Energy Sector

- I sat in the NFA, which was chaired by the Minister of DPE and attended by the Minister of Minerals and Energy to engage Organised Labour about the restructuring of the energy sector.
- I was a member of the Government negotiating team that engaged organised Labour.

Parliamentary Services

- Presented to the ANC Study Group and the Public Enterprises Parliamentary Portfolio Committee Service Delivery Framework (SDF)

- Represented the DPE as a stakeholder in the forum that was addressing the non-payment of electricity in Soweto.

Human Resource Development Committee

- Represented the Restructuring Unit in the Departments Human Resources Development Committee that dealt with staff related matters

Position: *Researcher*
 Period: *July 1999 – July 2001*
 Company: *Energy and Development Research Centre (EDRC), University of Cape Town*

Position: *Trainee Researcher*
 Period: *March 1998 – June 1999*
 Company: *Energy and Development Research Centre (EDRC), University of Cape Town*

PROJECTS

- Bulk renewable energy independent power producers in South Africa
- Promoting public benefit energy efficiency investment in the new power contexts in South Africa
- Potential impacts of electricity industry restructuring on renewable energy and energy efficiency
- Monitoring and Verification (M&V) of Demand Side Management
- Evaluation of the National Electrification Programme (Phase 1, 1994 – 1999)
- Energy Efficiency and Energy Savings: A chapter in the Swaziland Energy Policy
- Review of South Africa's Rural Electrification Strategy
- Review of the White Paper on Energy Policy

REFERENCES

[Redacted]
 Management Programme in Infrastructure Reform and Regulation
 Graduate School of Business, University of Cape Town
 Tel: [Redacted] / Fax: [Redacted]

[Redacted]
 Divisional Executive Sustainability (Ex- Eskom)
 E-mail Address: Steve.lennon1@biaipond.com

[Redacted]
 Section Head: Policing & Programme Coordinator Postgraduate Studies,
 Department of Safety and Security Management, Tshwane University of Technology
 Tel: [Redacted] x: [Redacted]

Regulatory Framework and Pricing

- Multi Year Price Determination (MYPD)
- Development Pricing
- Cross Subsidy Framework

Position: Industry Affairs Manager
Period: September 2004 – January 2005
Company: EDI Holdings Company
Scope of work done:
Stake holder relations management

Position: Director Energy and Telecoms Sector
Period: August 2001 – August 2004
Company: Department of Public Enterprises
Scope of Work Done:

Restructuring of the Energy Sector

Restructuring of the Electricity Supply Industry (ESI Generation and Transmission) and the Electricity Distribution Industry. I was also responsible for Eskom Enterprises.

Electricity Supply Industry (ESI) Restructuring

The DPE was responsible for the restructuring of the ESI. In order to carry out this task we had established the ESI Project Office with different working Groups. These included:

- Implementation Task Team
- Project Management Work Group
- Generation Workgroup
- Transmission and System Operations Workgroup
- Impact Studies Workgroup
- Multi Market Model Workgroup
- Legal and Regulatory Framework Workgroup

I chaired the Transmission and System Operations Workgroup and sat in all groups.

Electricity Distribution Industry (EDI)

The Department of Minerals and Energy is responsible for the restructuring of the EDI. The Electricity Distribution Industry Restructuring Committee (EDIRC) has been established to drive the process. The EDIRC is to establish the Electricity Distribution Holdings Company, which will then take the process to its end state, the establishment of Regional Electricity Distributors (REDs). I chair the Change Management Workgroup and sit in the following:

- Establish Holding Company
- Trading and Tariffs
- Journey Management
- Regulatory Framework
- Electricity Basic Support Service Tariff

Eskom Enterprises

EE was assigned to me as a portfolio and I was reporting to the Deputy Director General who was the Head of the Restructuring Unit. My responsibilities included:

- Developing a work plan, which sets a framework for the DPE to execute its shareholder responsibility
- Writing Cabinet Memoranda for the sales of stakes in some core businesses and disposal of non-core businesses
- Project managing all transaction within EE

Writing Reports

I wrote reports to the following Committees:

- Management Committee
- Executive Committee
- Oversight Committee, which involved other Government Departments involved in the restructuring of the State Owned Enterprises (SOEs)



T R A I N I N G
M A N A G E M E N T S O L U T I O N S

CERTIFICATE OF COMPETENCE

This is to certify that

[REDACTED]
[REDACTED]

**Has been assessed and found competent against
the Unit Standard**

**Mentor a colleague to enhance the individual's knowledge,
skills, values and attitudes in a selected career path,**

ID number: 114215

Level 4, (3 credits)

on

20 June 2014

SOUTH AFRICAN POLICE SERVICE
STATION COMMANDER
2017-07-23
CLIENT SERVICE CENTRE HILLBROW
SOUTH AFRICAN POLICE SERVICE

Visagie

T. Visagie (Managing Director)

20 June 2014

Date

[Signature]

2014/06/20

[Signature]

[Signature]

Assessment College of South Africa (Pty) Ltd

Accreditation Number ETDP9963



ASSESSING ONE STEP AHEAD



CERTIFICATE OF COMPETENCE

H. J. de Vries
11/12/2013

This is to certify that

[REDACTED]

I.D. Number [REDACTED]



has been assessed and found competent against the unit standard

Conduct Outcomes-based Assessment
(15 credits) Level 5, I.D. number 119753

on

11 December 2013

Certificate No. AC/14/OA00251

[Signature]

Director: Africa

10 April 2014
Date



NOTICE OF PERSONAL PARTICULARS

1. Any changes to the personal particulars in your ID Book must be communicated to all relevant parties.

NOTICE OF CHANGE OF ADDRESS

1. Keep the NOTICE OF CHANGE OF ADDRESS form in this pocket to report a change of address or a change in particular of your present address, e.g. name of street and/or street number etc.

2. Hand in at or post to the nearest regional/district office of the DEPARTMENT OF HOME AFFAIRS.

I.D. No. [REDACTED]

[REDACTED]

S.A. CITIZEN

SURNAME [REDACTED]

FORE NAMES [REDACTED]

COUNTRY OF BIRTH: SOUTH AFRICA

[REDACTED]

DATE ISSUED [REDACTED]

ISSUED BY AUTHORITY OF THE DIRECTOR-GENERAL HOME AFFAIRS



RECEIVED BY VAN
 WILHELMUS
 DE W
 2017-07-23

2017-07-23

[Handwritten Signature]

2017-07-23

SUID AFRIKAANSE POLISIEDIENS

STATION COMMANDER

2017-07-23

CLIENT SERVICE CENTRE
 HILLBROU
 SOUTH AFRICAN POLICE SERVICE



public enterprises

Department:
Public Enterprises
REPUBLIC OF SOUTH AFRICA

DIRECTOR-GENERAL

CANDIDATES NAME(S)

[REDACTED] [REDACTED]

SUITABILITY

SUITABLE

POSSIBLE

NOT SUITABLE

RATINGS

1: None, 2: Below minimum requirements, 3: Equal to minimum requirements, 4: Exceeds Minimum Requirements, 5: Far Exceeds Minimum Requirements

Postgraduate qualification (NQF Level 8)	1	2	3	4	5
10-years of experience at senior managerial level	1	2	3	4	5
5 years must be a member of SMS in the Public Service, preferably in the public sector	1	2	3	4	5
Knowledge in the Global Economy, the Continental Economy, the Southern African Regional Economy and the South African Economy	1	2	3	4	5
Knowledge of the South African Government's vision, strategies, plans, policies, programmatic activities and the institutional arrangements	1	2	3	4	5
Experience in Global best practice in the design and management of State-owned entities	1	2	3	4	5
Knowledge of the Public Enterprises portfolio in particular with respect to state capture and corruption	1	2	3	4	5
Experience in Management practice in the South African Public Service.	1	2	3	4	5
Knowledge and ability to work successfully with an executive authority or the equivalent. Leadership, management, administration, organizational design & development, change management, monitoring and evaluation.	1	2	3	4	5
Knowledge and ability to work effectively with other players in Government and the Private Sector.	1	2	3	4	5
Z83 Form attached	✓			N	
CV attached	✓			N	
Certified Copies of ID and Qualifications attached	✓			N	

Screener's comment

Internal candidate

DPE1 | Basadzi Media & Personnel

From: [REDACTED]@il.com>
Sent: Friday, July 26, 2019 10:20 AM
To: DPE1 | [REDACTED] & Personnel
Subject: Application: Director General REF NO DPE/2019/010
Attachments: 20190725 CV.pdf; 20180910 Certified ID.pdf; 20190725 Certified academic record.pdf; 20190725 Cover letter - signed.pdf; Z83 - signed.pdf

Hello

I would like to apply for the above mentioned position. In addition to the cover letter, please find attached the completed Z83 form, a copy of my CV and certified copies of my ID and qualifications.

Yours

Avril Halstead

Johannesburg

25 July 2019

The Department of Public Enterprises
Private Box X15
Pretoria
0028

Dear Sir,

Application for the role of Director General (Ref No DPE/2019/010)

I am an economist with over 12 years of experience working at a senior management level at the National Treasury as well as the Department of Public Enterprises. At the Treasury, my primary focus was managing the fiscal risks arising from state-owned enterprises (SOEs), building up my knowledge of the SOEs and their status, operationally and financially. Similarly, since being seconded to the Department of Public Enterprises as the Acting Chief Specialist for Transport and Defence Enterprises, my responsibility has been to lead the team responsible for supporting the Minister in exercising the shareholder responsibilities for Transnet, South African Airways (SAA), South African Express Airways (SA Express) and Denel. The key focus has been on putting in place robust strategies to turnaround the entities so that they can support government's objective of growing and transforming the economy and creating jobs. In these roles I was required to communicate and maintain strong and effective relationships with Ministers, Senior Officials from other departments, Board members and Executives at SOEs as well as investors.

At the Department of Public Enterprises, I am currently leading the process for the development of an overarching SOE Act, which is aimed at addressing many of the weaknesses in the architecture for managing SOEs that allowed for the capture of the SOEs and the deterioration in their operational performance and financial sustainability. Since New Zealand introduced the first SOE Act in 1996, more and more countries have been introducing such legislation. This has been accompanied by shift away from the traditional, decentralised model, where SOEs are overseen by the relevant policy ministry, toward a model where SOE oversight is centralised, an approach advocated by the Organisation for Economic Co-operation and Development (OECD). To support better management of SOEs, the OECD has issued guidelines covering aspects like SOE corporate governance, financing, privatisation and anti-corruption.

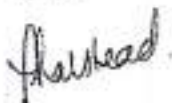
Since 2014, as a short term expert for the International Monetary Fund (IMF), I have advised a number of the governments in Africa, Middle East and Eastern Europe to align their institutional arrangements for governing SOEs with global best practice and improve the management of the companies so as to mitigate fiscal risk. In addition, at both the National Treasury and Department of Public Enterprises, I have been responsible for providing training to officials from other African countries in this area.

During 2017, I was seconded at Kreditanstalt für Wiederaufbau (KfW), the German development bank. KfW offers financing both in Germany and in developing countries. The projects, in which I was involved, related mainly to the financing of renewable energy projects and hedging of currency risks. This provided me with insight into the priorities and functioning of the European Union Commission as well as the development finance community. I also familiarize by myself with the bank's approach to risk management, which has application to the management of SOEs.

I have Masters degrees in Economics as well as business administration and organisational development. My undergraduate training was in mathematics and mathematical statistics. Whilst based in Washington during early 2018, I collaborated to publish a working paper "Indonesia's Public Wealth: A Balance Sheet Approach to Fiscal Policy Analysis", which examined the impact of SOE performance on the public sector balance sheet, an area that is garnering increased attention internationally. I have been an external examiner at the University of the Witwatersrand, assessing the research undertaken by students from the Masters in Business Administration and Masters of Management in Finance and Investment programs.

The Department of Public Enterprises has a critical role to play in stabilising and repositioning the SOEs so that they can be enablers of growth. Unfortunately, the Department was also one of the victims of state capture. It needs to be rebuilt and the staff reinvigorated. In my experience, the opportunity to be able to contribute to their country and have meaningful impact can be enormously motivating for young and capable people (of which there are many in the Department). If I am appointed to this role, I intend to use by extensive knowledge and experience of the South African SOEs, complemented by my international exposure to the best practices for managing these companies to lead and guide the Department to more effectively fulfill its role.

Yours







Application for Employment

<p>WHAT IS THE PURPOSE OF THIS FORM</p> <p>To assist a government department in selecting a person for an advertised post.</p> <p>This form may be used to identify candidates to be interviewed. Since all applicants cannot be interviewed, you need to fill in this form completely, accurately and legibly. This will help to process your application fairly.</p> <p>WHO SHOULD COMPLETE THIS FORM</p> <p>Only persons wishing to apply for an advertised position in a government department.</p> <p>ADDITIONAL INFORMATION</p> <p>This form requires basic information. Candidates who are selected for interviews will be requested to furnish additional certified information that may be required to make a final selection.</p> <p>SPECIAL NOTES</p> <p>1 - All information will be treated with the strictest confidentiality and will not be disclosed or used for any other purpose than to assess the suitability of a person, except in so far as it may be required and permitted by law. Your personal details must correspond with the details in your ID or passport.</p> <p>2 - Passport number in the case of non-South Africans.</p> <p>3 - This information is required to enable the department to comply with the Employment Equity Act, 1998.</p> <p>4 - This information will only be taken into account if it directly relates to the requirements of the position.</p> <p>5 - Applicants with substantial qualifications or work experience must attach a CV.</p>	A. THE ADVERTISED POST			
	<p>Position for which you are applying (as advertised)</p> <p>Director General</p> <p>Reference number (as stated in the advert)</p> <p>DPE/2019/010</p>	<p>Department where the position was advertised</p> <p>Public Enterprises</p> <p>If you are offered the position, when can you start OR how much notice must you serve with your current employer?</p> <p>30 days / Immediate (subject to agreement with NT)</p>		
B. PERSONAL INFORMATION				
Surname		██████████		
First Names		██████████		
Date of Birth		██████████		
ID number ²		██████████		
Race ³	African	<input checked="" type="checkbox"/> White	Coloured	Indian
Gender ³			<input checked="" type="checkbox"/> FEMALE	<input type="checkbox"/> MALE
Do you have a disability? ³			<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
Are you a South African Citizen?			<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
If no, what is your Nationality		N/A		
And do you have a valid work Permit?		N/A	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Have you ever been convicted of a criminal offence or been dismissed from employment? ⁴			<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO
If your profession or occupation requires State or official registration, provide date and particulars of registration.			N/A	
C. HOW DO WE CONTACT YOU				
Preferred language for correspondence?			English	
Telephone number during office hours			██████████	
Preferred method for correspondence		Post	<input checked="" type="checkbox"/> Email	<input type="checkbox"/> Fax
Correspondence contact details (in terms of above)		██████████		

D. LANGUAGE PROFICIENCY - state 'good', 'fair' or 'poor'						
	Languages (specified)					
	English	German	Afrikaans			
Speak	Good	Fair	Fair			
Read	Good	Fair	Fair			
Write	Good	Fair	Fair			

E. QUALIFICATIONS * (please ignore if you have attached a CV with these details)		
Name of School / Technical College	Highest qualification obtained	Year Obtained
<i>Tertiary education (complete for each qualification you obtained)</i>		
Name of Institution	Name of Qualification	Year Obtained
University of London	Master of Science: Economic Policy	2011
City University London / Tavistock Institute	Master of Arts: Organisational Consulting	2009
University of Cape Town	MBA	2004
University of Stellenbosch	B.Comm Hons: Mathematics	1997
Current study (Institution and qualification)		

F. WORK EXPERIENCE * (please ignore if you have attached a CV with these details)							
Employer (including current employer)	Post held	From		To		Reason for Leaving	
		MM	YY	MM	YY		
DPE (seconded from NT)	Acting DDG	05	18			Current position	
IMF (seconded from NT)	Technical Assistance Advisor	01	18	04	18	Request to come to DPE	
KW (seconded from NT)	Seconded	01	17	12	17	End of secondment	
National Treasury	Chief Director: Sectoral Oversight	03	07	12	16	Seconded	
McKinsey & Company	Associate	09	05	12	06	Resigned	
Old Mutual	Project Manager		03	12	03	Resigned	
If you were previously employed in the Public Service, indicate whether any condition exists that prevents your re-employment						YES	<input checked="" type="checkbox"/>
If yes, provide the name of the previous employing department							

G. REFERENCES (please ignore if you have attached a CV with these details)		
Name	Relationship to you	Tel. No. (office hours)
	DG and DDG at National Treasury	0824976397
	DDG at National Treasury/DDG at DPE	0832125111
	DDG at National Treasury	0864730101

DECLARATION	
I declare that all the information provided (including any attachments) is complete and correct to the best of my knowledge. I understand that any false information supplied could lead to my application being disqualified or my discharge if I am appointed.	
Signature: <i>[Signature]</i>	Date: 26 July 2019



SUMMARY

- At the National Treasury and Department of Public Enterprises (DPE), led the oversight of South Africa's largest state owned enterprises (SOEs), including structuring funding, borrowing limits and guarantees and supporting in the raising of financing for investment in infrastructure in the energy, transport, water and telecommunications sectors and the monitoring of project implementation.
- For the International Monetary Fund (IMF) advised countries in Eastern Europe, Latin America, Middle East and Africa on the management of their SOEs.
- Worked with the World Economic Forum (WEF) on the Strategic Infrastructure Initiative to enable increased investment in infrastructure in Africa.
- Contributed to the development of policy and legislation in the key infrastructure sectors by South African government departments and the Presidential Infrastructure Coordinating Commission (PICC).
- Reviewed company strategies and turnaround plans, and monitored and reported on performance recommending remedial action to be taken.
- At McKinsey & Company developed regional and international expansion strategies for South African corporates.
- Business Women of the Year South Africa finalist (2015).
- Selected as by the World Economic Forum as a Young Global Leader (2011 - 2016).
- MSc (Economic Policy) and MBA, both with distinction.
- Awarded academic colours as one of the top 15 students and top Mathematics student at the University of Stellenbosch (1994-1997). Top Statistics student at University of Cape Town (2004).



Email [Redacted]

Contact [Redacted]

Nationality: South African

Key skills

- Banking and capital markets
- Infrastructure investment
- Risk management
- Corporate strategy

Career History

- Department of Public Enterprises: oversight of Transport and Defence enterprises
- International Monetary Fund: Technical Assistance Advisor
- Kreditanstalt für Wiederaufbau (KfW): project and credit risk
- National Treasury of South Africa: oversight of State owned enterprises
- Nelson Mandela Foundation: development of a funding strategy
- McKinsey & Company: strategy and management consulting
- Banking and finance: various positions

Education:

- MSc - Economic Policy (University of London) - with distinction (2011)
- MA - Advanced Organisational Consulting (City University London) (2008)
- MBA (University of Cape Town) - Cum Laude (2004)
- B.Com(Honours - Mathematics (University of Stellenbosch) - Cum

WORK EXPERIENCE

Department of Public Enterprises: Acting Deputy Director General – Transport and Defence Enterprises (May 2018 – current) *Seconded*

- Led the oversight of Transnet, South African Airways (SAA), South African Express Airways (SA Express) and Denel, including:
 - **Develop Strategic Intent Statements:** setting out the key strategic priorities to be pursued by the SOEs, taking into account engagements with key stakeholders.
 - **Negotiate Shareholder Compacts:** documents the key performance indicators and targets to be achieved by the SOEs.
 - **Review corporate plans and turnaround plans:** assess the alignment of the strategic plans with government's priorities and ensuring the financial and operational sustainability of the SOEs.
 - **Review quarterly and annual reports:** evaluate the performance of the SOEs vis-a-vis the targets set out in the shareholder compacts and engage with the SOEs on remedial action.
 - **Review significant transactions:** assess requests to undertake significant transactions and make recommendations to the Minister.
- Secured the funding required by the SOEs to meet their liquidity requirements, including negotiating loans, bonds and guarantees from banks, institutional investors and development finance institutions, applying for fiscal funding through the budget process, negotiating a fund to support SOEs and engaging with investors.
- Leading the development of the overarching SOE Bill that will strengthen and standardise the framework governing the SOEs with the aim of mitigating the risk of state capture.
- Leading strategic projects aimed at improving the performance of the SOEs, including assessing the impact of corporatising the National Ports Authority, introducing a strategic equity partners at SAA and Denel subsidiaries and consolidating the airlines.

International Monetary Fund: Technical Assistance Advisor (2014 – Present) *Consultant and Seconded*

- Advised the authorities in Georgia, Ukraine, Serbia, Panama, Egypt, Iran, Namibia and Mauritius on global best practice approaches to fiscal risk management and the oversight, institutional arrangements and legal framework for managing of SOEs, infrastructure projects and public private partnerships (PPPs).
- Collaborated to produce a published working paper: "Indonesia's Public Wealth: A Balance Sheet Approach to Fiscal Policy Analysis"

[REDACTED]

Kreditanstalt für Wiederaufbau (Jan 2017 – Dec 2017) *Seconded*

- Secured donor funding from the European Union for a company that provides exchange rate hedges not readily available in the banking sector after preparing the application and participating in the engagements with European Union.
- Evaluated potential projects, mainly for renewable energy projects or local financing institutions in Africa, to determine whether KfW should provide a loan.
- Assessed the credit risk associated with loans provided by KfW to sovereigns and banks, including undertaking a due diligence on a bank in India.

National Treasury: Chief Director – Sectoral Oversight (Mar 2007 – Dec 2016) *Permanent*

- Led the oversight of South Africa's 40 largest state owned enterprises (SOEs), including electricity and water utilities, a petrochemical company, freight and passenger rail companies, air and sea port operators, airlines, national broadcaster, post office, etc.
 - **Assessed major transactions** including the construction of new power stations by the power utility (Eskom) and REIPPs, the purchase of new locomotives and rolling stock by the rail companies (Transnet and PRASA), the acquisition/leasing of new aircraft by the airline (SAA) and the construction of water transfer schemes by TCTA.
 - **Supported fund raising activities** of SOEs in domestic and international capital markets, from banks, through Export Credit Agencies and from local and international development finance institutions and multilaterals, inter alia the \$3.5 billion loan from the World Bank and the \$1.5 billion foreign bond issuance by Eskom and the negotiation of loan facilities totaling around \$1 billion from local and international banks for various other SOEs.
 - **Structured funding, borrowing limits and guarantees** provided to SOEs, including structuring the \$5.5 billion in equity allocations to Eskom and the government guarantees to support Eskom, the renewable energy independent power producer (REIPP) programme, toll road developments, and water transfer schemes.
 - **Reviewed company strategies and turnaround plans, and monitored and reported on performance** recommending remedial action to be taken. Oversaw the successful turnaround of the national broadcaster (SABC) and defence equipment manufacturer (Denel)
- Analysed and contributed to the development of policy and legislation, particularly in the energy, telecommunications, transport and water sectors.

- Worked with the World Economic Forum on the Strategic Infrastructure Initiative for Africa, the Presidential Infrastructure Coordinating Commission and industry associations from the South African financial sector to enable increased investment in infrastructure.
- Drew on and shared best practice for overseeing SOEs among the other government departments and with other African countries.
- Represented government on the domestic and international road shows to investors and in meetings with rating agencies for the sovereign and major SOEs.
- Executed the unbundling and subsequent sale of government's listed shareholding in mobile telecommunications company, Vodacom.
- Worked with the South African Reserve Bank (SARB), the Registrar of Banks and major South African banks on the resolution of failed African Bank.
- Manager of a unit comprising approximately 20 staff members.

Nelson Mandela Foundation: Funding Strategy Development (Dec 2006 – Feb 2007)
Consultant

- Led the development of fund raising strategy for the Nelson Mandela Foundation, Nelson Mandela Children's Fund and Mandela Rhodes Foundation to build an endowment fund to sustain the organisations.

University of the Witwatersrand: External Examiner (2014 – Present) *Part-time*

- Assessed and evaluated research dissertations of students from the Masters in Business Administration and Masters of Management in Finance and Investment, primarily involving the application of statistical techniques to investigate macro- or micro-economic problems.

McKinsey & Company: Associate (Sept 2005 – Dec 2006) *Permanent*

- Recommended a strategy for a South African retailer wanting to expand into Africa.
- Contributed to developing a blue-print for restructuring a leading South African petrochemical company to enable international expansion.
- Designed and co-ordinated a capability building programme for a SOE including both operational and interpersonal skills training.
- Developed an approach to diagnosing issues and implementing interventions in large corporates to better manage a diverse and multi-cultural work force.
- Led the development of a funding strategy for an NGO focused on developing leaders in Africa.

Kerzner International: Financial Model Development (Sept 2004 – 2005) Consultant

- Developed financial models for the local and international One & Only hotel developments.

Old Mutual: Project Manager for development of an Investment Vehicle (Jan 2003 – Dec 2003) Permanent

- Co-ordinated a project to develop a financial vehicle to pool black policy holder capital for investment in Black Economic Empowerment (BEE) equity transactions.

Wipcapital: Corporate Financial Risk Management Advisor (Jan 2000 – Dec 2002) Permanent

- Structured hedges to manage risk primarily for life assurance companies, asset managers and pension funds.
- Developed a financial risk management framework for two major life companies.
- Drew up a design for an SOE Treasury to facilitate the offering of treasury services on an arms-length, commercial basis to subsidiaries.
- Contributed to the BEE Commission report through assessing the efficacy of the financial structures used for effecting BEE transactions, which led to the introduction of the Broad Based Black Economic Empowerment Act, codes of good practice and sector charters.

Real Africa Durolink: Derivatives trader (Jan 1999 – Dec 1999) Permanent

- Traded fixed income derivatives, primarily the repos and swaps.
- Developed proprietary software for pricing the full suite of fixed income derivative products.

Other projects

- Established and led a team in identifying ways in which an NGO supporting over 1,000 orphans and vulnerable children could raise funding and improve their operations.
- Investigated the use of paraffin and paraffin stoves in townships in Cape Town on behalf of the Paraffin Safety Association of South Africa (PSASA) as the basis for developing interventions to avert fatalities arising from burning, or ingestion of paraffin.

ADDITIONAL INFORMATION

- Member of the Board of the South African National Roads Agency (SANRAL), and chairperson of the ALCO Committee (2016 – present)
- Trustee of the National Empowerment Fund (NEF), chairperson of the Human Capital and Remuneration Committee and a member of the Risk Management Committee (2009 to 2015).
- Treasurer of the South African Mobility for the Blind Trust (SAMBT) (2012 to present).
- Member of the Credit Committee of the Export Credit Insurance Corporation (2008).
- IMF expert on technical assistance missions to Georgia and Mauritius (2014-2016)
- Represented South Africa internationally at Athletics and Cross-country (1996, 1999). South African 1,500m champion (1999).
- Captain and athlete's representative on the Board of the Stellenbosch Athletics Club (1996 and 1997).
- Fluent in English and Afrikaans. Basic German, Spanish and Chinese.

CONTACT DETAILS

Email: [REDACTED]

Mobile: [REDACTED]

References available on request

Johannesburg

25 July 2019

The Department of Public Enterprises
Private Box X15
Pretoria
0028

Dear Sir,

Application for the role of Director General (Ref No DPE/2019/010)

I am an economist with over 12 years of experience working at a senior management level at the National Treasury as well as the Department of Public Enterprises. At the Treasury, my primary focus was managing the fiscal risks arising from state-owned enterprises (SOEs), building up my knowledge of the SOEs and their status, operationally and financially. Similarly, since being seconded to the Department of Public Enterprises as the Acting Chief Specialist for Transport and Defence Enterprises, my responsibility has been to lead the team responsible for supporting the Minister in exercising the shareholder responsibilities for Transnet, South African Airways (SAA), South African Express Airways (SA Express) and Denel. The key focus has been on putting in place robust strategies to turnaround the entities so that they can support government's objective of growing and transforming the economy and creating jobs. In these roles I was required to communicate and maintain strong and effective relationships with Ministers, Senior Officials from other departments, Board members and Executives at SOEs as well as investors.

At the Department of Public Enterprises, I am currently leading the process for the development of an overarching SOE Act, which is aimed at addressing many of the weaknesses in the architecture for managing SOEs that allowed for the capture of the SOEs and the deterioration in their operational performance and financial sustainability. Since New Zealand introduced the first SOE Act in 1996, more and more countries have been introducing such legislation. This has been accompanied by shift away from the traditional, decentralised model, where SOEs are overseen by the relevant policy ministry, toward a model where SOE oversight is centralised, an approach advocated by the Organisation for Economic Co-operation and Development (OECD). To support better management of SOEs, the OECD has issued guidelines covering aspects like SOE corporate governance, financing, privatisation and anti-corruption.

Since 2014, as a short term expert for the International Monetary Fund (IMF), I have advised a number of the governments in Africa, Middle East and Eastern Europe to align their institutional arrangements for governing SOEs with global best practice and improve the management of the companies so as to mitigate fiscal risk. In addition, at both the National Treasury and Department of Public Enterprises, I have been responsible for providing training to officials from other African countries in this area.

During 2017, I was seconded at Kreditanstalt für Wiederaufbau (KfW), the German development bank. KfW offers financing both in Germany and in developing countries. The projects, in which I was involved, related mainly to the financing of renewable energy projects and hedging of currency risks. This provided me with insight into the priorities and functioning of the European Union Commission as well as the development finance community. I also familiarized myself with the bank's approach to risk management, which has application to the management of SOEs.

I have Masters degrees in Economics as well as business administration and organisational development. My undergraduate training was in mathematics and mathematical statistics. Whilst based in Washington during early 2018, I collaborated to publish a working paper "Indonesia's Public Wealth: A Balance Sheet Approach to Fiscal Policy Analysis", which examined the impact of SOE performance on the public sector balance sheet, an area that is garnering increased attention internationally. I have been an external examiner at the University of the Witwatersrand; assessing the research undertaken by students from the Masters in Business Administration and Masters of Management in Finance and Investment programs.

The Department of Public Enterprises has a critical role to play in stabilising and repositioning the SOEs so that they can be enablers of growth. Unfortunately, the Department was also one of the victims of state capture. It needs to be rebuilt and the staff reinvigorated. In my experience, the opportunity to be able to contribute to their country and have meaningful impact can be enormously motivating for young and capable people (of which there are many in the Department). If I am appointed to this role, I intend to use my extensive knowledge and experience of the South African SOEs, complemented by my international exposure to the best practices for managing these companies to lead and guide the Department to more effectively fulfill its role.

Yours

Shaheed.

A black rectangular redaction mark covering the printed name of the signatory.



UNIVERSITY OF LONDON



having registered with the University of London on a programme under the academic direction of The School of Oriental and African Studies and having passed the approved assessment has this day been admitted by the University of London to the Degree of

MASTER OF SCIENCE

with Distinction
in Finance (Economic Policy)

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HANDTEKENDE SIGNATURE

KORPSNUMMER: 7600259-1 RANG: CAP
POLICE NUMBER: NAME IN PRINT: n.s. noma dzhiki

Geddy Coetzee

Vice-Chancellor

SOUTH AFRICAN POLICE SERVICE
STATION COMMANDER
2015-07-25
SCM
PARKVIEW
SOUTH AFRICAN POLICE SERVICE

31 December 2011



Name of Student: [REDACTED] Date of Birth: 29/11/1978
 Candidate Number: [REDACTED]
 University: City University London
 Qualification: Master of Arts Degree
 Teaching Institution: Tavistock Institute
 Awarding Institution: City University London
 Programme of Study: Advanced Organisational Consultation (AOC 7) 2007 - 2008
 Language of Instruction: English

SOUTH AFRICAN POLICE SERVICE
 STATION COMMANDER
 2019-07-25
 PARKVIEW
 SOUTH AFRICAN POLICE SERVICE

Record of Learning and Achievement:

Units studied

MODULE	Mark	Credit
1 Crossing Boundaries & Building Relationships	55	15
2 Diagnosing & Intervening in Small Systems & Subsystems	72	15
3 Diagnosing & Intervening in Large Systems	65	15
4 Evaluating Organisational Change & Consultancy	63	15
5 Consulting to Multiple Projects & Inter-organisational Systems	52	15
6 Consulting to Messes & Impossible Tasks	59	15
7 Ending Consulting Relationships	56	15
8 Reviewing Consultancy Practice	77	15
9 MA Dissertation: Exploring Middle Management-led Organisational Development	61	60

FINAL MARK

FINAL MARK
Pass

FINAL CREDITS
180

Progress Decision: **PASS**

Award: City University London Master of Arts Degree

Classification: **PASS**

Date of Award: May 2009

Date Transcript Issued: 12 October 2009

Institutional Signature:

Eliot Aron

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 NAME IN PRINT: N-S nemaedzulu



UNIVERSITEIT VAN STELLENBOSCH
UNIVERSITY OF STELLENBOSCH

SOUTH AFRICAN POLICE SERVICE
STATION COMMANDER
2019-07-25
SCM PARKVIEW
SOUTH AFRICAN POLICE SERVICE

ACADEMIC RECORD

Page: 2

Student number :
Surname :
First names :
Date of birth :

Date: 11 Febr 2005
Title: MISS

Type of Exemption: FULL EXEMPTION BY MATR. EXEMPTION BOARD

Year/Month	Programme/Modules	Subj. type	-- Marks --			Result
			PH	ON	AM	
1997 Febr	BComm (Hons) (FULL TIME)					
Nov	Mathematics 770				66	PASS WITH DISTINCTION

The above-mentioned student formally satisfied all the requirements for the BComm(Hons) -Degree Cum Laude as at 5 Dec 1997, and was awarded this degree on 5 Dec 1997.

1998 Febr	Spec Student in Commerce (B) II (SPECIAL)					
Nov	Actuarial science 701				**	DISCONTINUED

Subjects for degree and diploma purposes will be recognized only if the admission requirements have been complied with.

CERTIFICATE OF CONDUCT

In accordance with the common statute of the universities chapter V (Art. 17). It is hereby certified that the student was registered at the university during the years mentioned above and that his/her conduct was satisfactory. (As far as present students are concerned, this certificate is valid from the date of issuing of this certificate.) This certificate is valid for all purposes without alterations of any kind.

I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY) OF THE ORIGINAL DOCUMENT AND THAT NO CHANGES OR AMENDMENTS HAVE BEEN MADE TO THE ORIGINAL DOCUMENT.

Handwritten signature: *N.S. Nema*

Handwritten number: 200259-1

Handwritten name: N.S. Nema

Handwritten initials: *ase*

Stamp: MAGSNOEMER / STATION COMMANDER

[Signature]
S de Beer
FOR THE REGISTRAR



Navors / Enquiries: S de Beer

Tel: (021) 808 4574

Verw./Ref.:

Universiteitskantoor * University Offices

Privatek / Private Bag X1 * Matieland * 7802 * Suid-Afrika / South Africa

Faks / Fax: +27 21 808 3022 * www.sun.ac.za

05220



MINISTRY
PUBLIC ENTERPRISES
REPUBLIC OF SOUTH AFRICA

Private Bag X15, Hatfield, 0029 Suite 301 InfoTech Building 1090 Acadia Street Hatfield
Tel: 012 431 1118/1150 Fax: 012 431 1038 Private Bag X9078, Cape Town, 8000 Fax: 021 465 2381

Table of Contents

1. Panel recommendation / overall interview sheet
 2. Advert for the Director-General's Post
 3. Suitable candidates list and CVs
 - Mr [REDACTED]
 - Ms [REDACTED]
 - Mr [REDACTED]
 - Mr [REDACTED]
 4. List of all applications
-

MS. [REDACTED] (SA)

CURRICULUM VITAE

PERSONAL INFORMATION

Title: [REDACTED]
Preferred Name: [REDACTED]
Residential address: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
2068
Postal address: PO Box 1804
Witkoppen
Fourways
2068
Contact numbers: [REDACTED]
E-mail: [REDACTED]
ID Number: [REDACTED]
Drivers License: [REDACTED]

SUMMARY OF QUALIFICATIONS

CA(SA)
MBA
BCom Honors (Accounting) (University of Natal)
BCom (Accounting) (Rhodes University)

CURRENT BOARD POSITIONS

Bigen Africa (Pty) Limited – Non-executive board member, Chairperson of the Social and Ethics Committee, Member of the Audit Committee and Remuneration Committee.

PREVIOUS BOARD POSITIONS

Tessara (Pty) Limited – Non-executive board member, Chairperson of the Social and Ethics Committee, Member of the Audit Committee.

EDUCATIONAL DETAILS

SECONDARY EDUCATION:

Highest Standard: Matric (1998)
Kokstad College, KwaZulu Natal

Subjects: English Main Language HG - B
Afrikaans Tweede Taal HG - A
Xhosa Third Language HG - B
Mathematics SG - A
Accounting HG - A
Biology HG - C
Home Economics HG - B

School Activities & Achievements:

Head Girl
2nd team Hockey
Dux student

TERTIARY EDUCATION:

Institution: Rhodes University
Degree Obtained: Bachelor of Commerce (Accounting)
Period at University: 1999-2002
Date of Completion: 2002

1.

2. Undergraduate Subjects taken:

1999 Academic Year: Accounting 1
Economics 1
Commercial Law 1
Computer Science 101
Statistics 1D
Maths 1D
Psychology 1

2000 Academic Year: Accounting 2
Economics 2
Information Systems 2
Commercial Law 2

2001 Academic Year: Accounting 3
Management Accounting 1
Auditing 1
Taxation 1
Professional Communication

POSTGRADUATE STUDIES:

Institution: University of Natal
Degree Obtained: Bachelor of Commerce (Accounting)
Degree Obtained: 2003
Period at University: 2003
Date of Completion: 2003

3. Postgraduate Subjects taken:

Accounting 4
Management Accounting 4
Auditing 4
Taxation 4
Part 1 and Part 2 of the FQE

POSTGRADUATE STUDIES:

Institution: Gordon Institute of Business Science (GIBS)
Degree Obtained: Masters in Business Administration (MBA)
Degree Obtained: 2016
Period at University: 2015-2016
Date of Completion: 2016
Thesis topic: CSR as a sustainable means of funding the higher education gap in South Africa.

INTERESTS

Travelling

Reading – I am a keen reader and a member of a book club I started

COMPUTER LITERACY

Microsoft Excel- Advanced

Microsoft Word- Advanced

Microsoft PowerPoint - Advanced

EMPLOYMENT HISTORY

NAME OF ORGANISATION: Lonrho Group
POSITION HELD: Investments Manager
DATES OF SERVICE: August 2016 to date

4. Main Responsibilities:

- Origination of potential transactions for the Group across key geographies in the continent
 - Assessment of the potential investments, preparing investment committee papers and presenting these to the investment committee
 - Preparing investment papers for presentation to the Group board
 - Performing and managing the due-diligence process
 - Building financial models and performing valuations of existing investments
 - Managing of current investments on an on-going basis and monthly analysis of the investments
 - Monitoring and development of junior team members
- Assisting in the formulation of strategies for investee companies

NAME OF ORGANISATION: Pan-African Private Equity
POSITION HELD: Senior Associate
DATES OF SERVICE: October 2012 to July 2016

5. Main Responsibilities:

- Assessment of the potential investments, preparing investment committee papers and presenting these to the investment committee
- Performing and managing the due-diligence process
- Building financial models
- Performing the quarterly valuations of the portfolio and presenting the finding to the Investment Committee
- Managing of current investments on an on-going basis and monthly analysis of the investments
- Attending Exco meetings and performing quarterly valuations of the portfolio companies
- Assisting the investee companies with their BEE strategies as well as their Human Resource strategies
- Representing the company on the Board of Directors as well as chairing Social and Ethics Committees
- Managing the back-office team

6. Courses Attended:

IoD's Directorship courses
Mervyn King's King III Update
Doing Business in Africa
Business Ethics
Deloitte's M&A in Africa course

NAME OF ORGANISATION: Absa Capital, Johannesburg
POSITION HELD: Investments Manager
DATES OF SERVICE: June 2010 to October 2012

7. Main Responsibilities:

- Building financial models
- Performing the quarterly valuations of the portfolio and presenting the finding to the Investment Committee
- Managing of current investments on an on-going basis and monthly analysis of the investments
- Attending Exco meetings and performing quarterly valuations of the portfolio companies
- Assessing the implications of the new Companies Act on existing investments
- Researching and assessing the possible impact of the proposed Carbon Emissions Tax on the Investments portfolio
- Assisting in an exit process for one of the investments we held. This included assisting in drafting the Information Memorandum, evaluating the offers received, assisting in the legal process
- Involved in assessing one of the bank's divisions for performance and a potential disposal, building the financial model for the project and managing the project
- Involved in the analysis of a property portfolio with a view to providing an opinion on its value
- Identifying exit strategies for investments held and initiating meetings with potential acquirers
- Presenting to Absa investment committees
- Reviewing credit reviews completed on debt instruments
- Performing ad-hoc research projects
- Reviewing investments to SME's in order to determine their impairment profile
- Working with the Corporate Communications Team in drafting deal communications, holding statement and SENS announcements
- Review of information for the purposes of a data-room compilation
- Project management: Managing different work streams and ensuring that deadlines are met and that all work streams deliver on the required outputs.

8. Courses Attended:

Euromoney Financial Modelling Course
Basel III introduction
Companies Act training
Competition Commission update

NAME OF ORGANISATION: Medu Capital, Johannesburg
POSITION HELD: Private Equity Associate
DATES OF SERVICE: January 2008 to May 2010

9. Main Responsibilities:

- Performing due diligence procedures as part of a team on clients
- Analysis of possible investments and presenting, to the rest of the team, whether an investment should be made or not.
- Assisting in performing valuation procedures
- Managing of current investments on an on-going basis and monthly analysis of the investments
- Attending Exco meetings and assisting in finding solutions to problems encountered by the companies,
- Assisting investee companies with achievement of BEE scorecards
- Reports to investors on the investments' performance
- Managing relationships with investee companies
- Assisting in an exit process for one of the investments we held. This included assisting in drafting the Information Memorandum, evaluating the offers received, assisting in the legal process

10. Courses Attended:

SAVCA Private Equity Foundation Programme

NAME OF ORGANISATION: Deloitte & Touche, Johannesburg
POSITION HELD: Corporate Finance Consultant
DATES OF SERVICE: May 2007 to December 2007

11. Main Responsibilities:

- Performing due diligence procedures as part of a team on clients
- Assisting in performing valuation procedures
- Assisting in drafting of information memorandums
- Performing fair and reasonableness opinions for clients

12. Main Clients:

NHFC
Eskom
Servest

13. Courses Attended:

Valuations Training
Advanced auditing
Managing audit teams

Sarbanes Oxley training

NAME OF ORGANISATION: Deloitte & Touche, Scotland

POSITION HELD: Trainee accountant

DATES OF SERVICE: January 2007 to April 2007

14. Main Responsibilities:

- Performing audit work, managing small audit teams, and compiling audit reports.
- Performing Sarbanes Oxley Work

15. Main Clients:

Baker Oil Tools Ltd

Viking Moorings (Pty) Ltd

NAME OF ORGANISATION: Deloitte & Touche, Durban

POSITION HELD: Trainee accountant

DATES OF SERVICE: 2004 to 2006

16. Main Responsibilities:

- Performing audit work, managing small audit teams, and compiling audit reports.
- Performing Sarbanes Oxley Work

17. Main Clients:

1. Toyota South Africa Manufacturing
2. Edward Snell & Company (Pty) Ltd
3. Sappi Saiccor
4. Grindrod Management Services
5. Multichoice Africa

CURRICULUM VITAE

PERSONAL DETAILS

First Name : [REDACTED]
 Other Name : [REDACTED]
 Surname : [REDACTED]
 Date of Birth : [REDACTED]
 Marital Status : Married
 Residential Address : [REDACTED]
 Postal Address : P O Box 35211, Menlo Park, 0102
 Telephone nos : [REDACTED]
 Email Address : [REDACTED]

EDUCATIONAL DETAILS

Matriculation : Obtained exemption in 1973 through Lyceum Correspondence College
 Degree : B com (Acc) in 1977 from Fort Hare University
 Certificates(Post Grad): CTA 1982 from University of Port Elizabeth
 Advanced Tax Certificate 1999 from UNISA
 Management Dev : Attended Senior Executive Programme offered by Wits and Harvard Business School during 1999 and 2000
 Professional : Passed final qualifying examinations set by and PAAB [Predecessor to IRBA] and

registered as a member of SA Institute of Chartered Accountants in 1983

Membership of Boards and Audit Committee

1 Oct 2017 to June 2018- Served as an independent member of S A Institute of Chartered Accountants (SAICA) Audit and Risk Committee. Had to resign membership on account of appointment to the board of the Independent Regulatory Board of Auditors (IRBA) in May 2018 which body regulates SAICA since such continued membership could be seen as affecting my independence on IRBA board with respect to matters relating to SAICA

15 May 2018 to date – Member of the Independent Regulatory Board of Auditors (IRBA) board of directors

EMPLOYMENT HISTORY

1978 to 1982 : Served articles of clerkship with Deloitte in Port Elizabeth

1983 to April 1984 : Worked as Management trainee with Goodyear Tyre and Rubber Company in Port Elizabeth and in the main worked in the accounting /finance department

May 1984 to April 1985: Audit Manager at Hoek & Wiehahn (since merged with PriceWaterhouseCoopers)

May 1985 to March 1996: Worked at Transkei Dev Corporation and Ciskei Peoples Bank, the predecessors to the Eastern Cape Development Agency (ECDA). I initially started as manager Accounting

Department and became, at different times, financial manager of each entity. The final position was being Financial Manager of ECDA

April 1996 to date : **Bank Supervision Department of the S A Reserve Bank**

April 1996 to May 1999 : During this period I held the position of Senior Manager and initially was involved with research on banking supervisory/risk management issues and analysis and understanding of banking sector trends and at end was managing analysts, as part of the relationship team responsible for continuous monitoring and supervision of 25 percent of South African banks.

June 1999 to Dec 2003 : I held the position of Assistant General Manager- On Site Supervision, having been initially tasked with research and set up of the said function and thereafter heading the On-Site Supervision being responsible for the overall conduct of risk management reviews, which in the main focused on assessment of credit risk management processes, including asset quality, at banks. The team however also conducted reviews pertaining to corporate governance and AML know your client reviews.

2004 to March 2006 : My title was changed to Head Analysis Department and my responsibility was broadened to include heading the

relationship team responsible for the overall supervision [which in the main focused on the assessment and ongoing monitoring of the overall soundness of the risk management frameworks, governance structures and fitness and properness of persons appointed to boards of directors and executive officer positions, including risk functions] in respect of half of the banks while retaining the responsibility for the On-Site supervision [which was renamed Review Team]. In addition hereto I assumed responsibility for the Consolidated Supervision function which, at the time, still had to be operationalised in terms of ongoing interactions and discussions of group structures et cetera, with banks. During this period I represented the department on one of the Joint Forum sub committees.

2006 to August 2013 : I was appointed as Deputy Registrar of Banks, being one out of three people so appointed, on 1 April 2006. My primary responsibility in supervising banks (one half of SA registered banks from 2006 to 2008 and the other half from 2009 to 2013) involved ongoing assessments of the effectiveness of corporate governance structures in banks. This involved meetings with bank Audit Committee committees, Boards of directors, Internal and external auditors and heads of risk management

function and compliance functions. During my tenure in this position I have at some stage, that is between January 2008 to October 2011, also, in addition to my existing responsibilities, assumed responsibility for the overall roll out and implementation of the Capital Management and Public disclosure facets of the Basel 2 capital framework [also referred to as the Basel capital framework pillars 2 and 3]. With regard to the Review Team Function, it was expanded by creation of two extra teams charged with the roll out and discharge of Anti Money Laundering/Combating the Financing of Terrorism reviews. I have, over this period as Deputy Registrar of Banks, had the opportunity to supervise almost all of the S A registered banks, including local branches of foreign banking institutions. I have thus, over bulk of my period of employment with the S A Reserve Bank, been responsible for the ongoing assessments of the adequacy and effectiveness of enterprise wide risk management frameworks (part of corporate governance) employed by banking institutions and groups. This assessment also constitutes a core part of the assessments of the adequacy of the internal capital adequacy assessment processes (icaaps) undertaken at banking institutions

Dec 2013 to date

Following retirement from the S A Reserve Bank, and after a three month cooling off period, I entered into an employment contract, holding the position of Chief Risk Officer, with uBank Limited, a bank registered in terms of Banks Act no 94 of 1990 and providing financial services to the low end of the market. In this position I am accountable for development and implementation of the overall enterprise wide risk management framework, the implementation of risk mitigating factors, developing policies, procedures and systems required to create an effective risk culture throughout the organisation. This includes policy development and risk management assessment, oversight and reporting. I am also responsible for the Forensic investigations department, and the banks Credit department which includes, credit underwriting, loan management, collections operations and credit analytics function. I chair the bank's Enterprise Risk Committee and Credit Committee and report to the CEO. I attend and present reports to the Board Risk and Capital Management Committee, Board Audit Committee and the Board of Directors.



Qualifications

B Comm (UFS 1977);
B Compt Hons (UNISA 1981)
CA (SA) (1987)

Training

Executive Programme in
Strategy and Organisation
(Stanford University Business
School 2001);
TCTA Leadership
Development Programme
(GIBS 2005)
AitX Director Programme (JSE
& WBS 2009) and various
technical short courses

**Member of Professional
Bodies:**

Institute of Chartered
Accountants (SAICA),
Institute of Directors (IOD)

An experienced executive and non-executive director (20 years) serving in organisations that require strategic redirection and governance alignment in the public and private sector.

Vast governance experience, which include chairing of organisations in the public and private sector (6years public sector and 4 years private sector) and has served as chairperson of board committees (Audit and Risk and Human Resources) for 20 years. Has worked with different institutional legal vehicles (Specific legislation, Companies Act, Trusts).

Substantial understanding of and experience in good corporate governance practices, corporate strategy, shareholder management models, enterprise wide risk management, regulatory compliance, financial reporting and analysis, human resource strategies and performance management. Over 20 years experience in and sound knowledge of Infrastructure development and funding on executive and non-executive level (TCTA, Johannesburg Water, ACSA,) repositioning, restructuring and turnaround of businesses (private and public sector – TCTA, Denel, NMI Group). Work in SADC countries includes Botswana, Lesotho, Mozambique, Namibia and Swaziland.

Work as Independent Consultant in governance, water, financial, funding and institutional arrangements and institutional transformation related areas. Work included:

- **ASISA** (Association for Savings and Investment South Africa) to promote investment in infrastructure 2016 – Current;
- **New Development Bank (BRICS)** in 2016 on RSA Public Procurement System;
- **Presidential Infrastructure Co-ordinating Commission (PICC)** (2012 – 2014) - a 20 months employment as Specialist on the PICC Technical Task Team that focus on the co-ordination, alignment and fast tracking of RSA's R 4 trillion National Infrastructure Plan (focus areas Strategic Integrated Projects Business plans, Skills Development, Innovative Building Technology, Localisation).
- In 2008 and 2009 project managed RSA bid to host the **2012 World Water Forum** in RSA - an international event that takes place every 3 years.

Made various presentations and was a panel member for conferences relating to financing and development of infrastructure on local and international level. Attended World Bank / IMF Annual meetings since 2002 to 2008. Attended and participated in annual World Economic Forum Africa meetings since 2003 to 2008. 2018 Facilitated the water infrastructure break away session at the recent SA Investment Conference.

Made various presentations and was a panel member for conferences relating to financing and development of infrastructure on local and international level. Attended World Bank / IMF Annual meetings since 2002 to 2008. Attended and participated in annual World Economic Forum Africa meetings since 2003 to 2008.

Martie was a recipient of the inaugural Woman in Water Award in 2002 and nominated for BWA Business Woman of the year in 2006.

Sectors:

- Executive level: Capital Markets, Project Finance, Infrastructure Development
- Non-Executive level: Financial services and Banking (Project /structured/ specialized /trade finance), Utility Management, Aviation (Airports), Water and Sanitation, Defense & Aerospace, FMCG & Agri- processing.

CURRENT NON-EXECUTIVE APPOINTMENTS

Development Bank of Southern Africa: 1 Jan 2016 – 31 Dec 2018 and 1 April 2019 to current:
Non Executive Director on Board, Member of Audit and Risk Committee, Member of Board Credit and Investment Committee and Board Infrastructure and Knowledge Management Committee

DBSA is a regional development funding institution playing an instrumental role in unlocking development by funding economic and socio economic infrastructure, providing project preparation and assessment services and managing third party development funds.

<p>Etion Ltd – appointed Nov 2018 – current Non Executive Director on Board and Chairman of the Audit and Risk committee, Member of Human Resources Committee and Nominations Committee</p>	<p>A diversified digital technology company listed on Alt X.</p>
<p>Independent Regulatory Board for Auditors (IRBA) – appointed 10 May 2017- current: Non Executive Director and Deputy Chairman on Board, Chairman of the Disciplinary Advisory Committee and member of the Audit and Risk Committee</p>	<p>IRBA is the regulator of Registered Auditors in South Africa</p>
<p>Sephaku Holdings Ltd – appointed at AGM 22 September 2016 – current: Non Executive Director on Board and Chairman of the Audit and Risk committee, Member of Remuneration and Nomination Committee.</p>	<p>A company listed on the JSE building materials sector.</p>
<p>Ashburton Investments: Oct 2016 – current: Non Executive Member of Investments Credit Committee and Investments Credit Governance Committee</p>	<p>Ashburton Investments is multi asset manager.</p>
<p>First Rand Bank Ltd: 2011 – current: Non Executive Member of Wholesale Credit Committee International, Specialised/ structured and Project Finance</p>	<p>The credit committee review and approve facilities for the bank's products/brands above delegated mandates and have oversight over delegated credit committee approvals.</p>
<p>PREVIOUS NON-EXECUTIVE POSITIONS</p>	
<p>Denel Soc: 2010- 2015 Chair Audit and Risk Committee from Aug 2010 to 15 Aug 2014; Interim Chairman of Board - 15 Aug 2014 to 23 July 2015</p>	<p>Denel is a SOE in the defense and aerospace industry and have been on a turn round path since 2010. The performance for the last 4 years indicated a continual improvement and as such liquidity and solvency risks and was managed with a concerted effort to grow the top line whilst eliminating unnecessary costs. Denel posted in 2014 its 4th consecutive year of profits and increased the order book for the next 10 years to R31bn. The turn around continues. Through this period consistent performance and transparency ensured unwavered shareholder support.</p>
<p>Johannesburg Water (Pty) Limited: 2009 – 2012: Chairman, Member of Remuneration Committee; 2001 – 2006: Chair Audit & Risk Committee (2001 to 2005) Member of Remuneration Committee (2006), Acting Chairman in 2008 1999 - 2000 Advisory Board Member to create entity as part of Egoli 2001 programme</p>	<p>The municipal water utility (MOE) is responsible for delivering water and sanitation services to the 4,5 million people living in the City of Johannesburg via a network of 11 000km of pipelines to deliver reticulated water, 10 000 km of pipelines to collect waste water, operates 100 reservoirs and water towers and operate 6 waste water treatment plants. Annual turnover of R 5 billion and staff of 2 600. When created, the entity was not sustainable and various interventions was undertaken, including but not limited to integration of 13 departments of 7 municipalities into a single entity, organisational development, infrastructure development, tariff and addressing operational and service delivery performance. During the 1st 5 years a private sector management contract was entered into – a unique feature was the reducing expat skills and increasing local skills structure that speaks to local efficiency.</p>
<p>Headstream Water Holdings (Pty) Ltd: 2009 - 2016 Shareholder and Chairman</p>	<p>A startup company with the exclusive rights in Sub Saharan Africa to sell Hybacs wastewater treatment technology, which was developed in Korea and commercialized by Blue Water Bio in the UK. Headstream Holdings acquired SAME (42%) in 2016. Projects rolled out mainly in local government and water board sector.</p>

<p>NMI Group of Companies and Trust(FMCG sector) 2009 – 2013 (Director and Trustee) Chair Group Agri Business EXCO, Chair Group Audit & Risk Committee (2009 – 2012) Chair Group Marketing Committee, Chair Namibia (2009 – 2013) and Botswana (2009 – 2010) subsidiaries</p>	<p>NMI is a group of private companies operating in Agri-processing business and FMCG industry (milling, production, distribution and selling of staple food and animal food and startup production of broilers) in 5 SADC countries. The annual turnover is R 3,5 billion with a staff compliment of 3 000. The Namibia operations contributes R 1,5 billion to the group's turnover and employs 1 400 people. Two green fields projects were embarked upon during my term, a new feeds plant dedicated to manufacturing of monogastric animal feed and establishment of a broiler industry (farming, abattoir and distribution network). The work involved also various engagements with political stakeholders (President level) and Trade and Industry officials.</p>
<p>Airports Company of SA Soc (ACSA) 2010 – 2012: Director, Chaired Audit & Risk Committee, Chaired Treasury & Regulatory Committee, Member of Social and Ethics Committee; 2006 -2009: Specialist member of Audit and Risk Committee and Treasury & Regulatory Committee</p>	<p>ACSA have embarked on an extensive capital upgrade phase since 2006 and with that the challenges for the roll out of such an ambitious programme (incl. funding, risk management, regulatory framework ad approvals). During the period ACSA also successfully tendered (with a Brazilian partner) for the concession to management one of Sao Paulo major international airports.</p>
<p>Bond Exchange of South Africa (BESA) 2000 – 2003: Executive Committee Member 2003 – 2007: Governing Committee Member 2007- 2009: Director Member of Audit and Risk Committee, Market Regulation Committee, Strategy Committee, Remuneration Committee</p>	<p>BESA was in 2000 still a mutual association of bond market participants (issuers, traders). After extensive consultation its was transformed and corporatised in 2003 and demutualized in December 2007. The JSE offer, for all the shares, were taken up by the shareholders and ownership transferred to the JSE with effect in June 2009, and from that date the independent non executive board ceased to exist.</p>
<p>AH Vest Limited (previously All Joy Foods): 2008 – 2009: Non Executive Director and Chairman of Audit Committee</p>	<p>Manufacturer and distributor of food products. Joined the Board when African Harvest Investments bought the majority shareholding. Company is Alt-X listed.</p>
PREVIOUS EXECUTIVE POSITIONS	
<p>Trans Caledon Tunnel Authority (TCTA)1994 – 2008 CEO 1998 to 2008 CFO 1994 to 1998</p> <p><i>Financial dimensions (2008):</i> Revenue R 2, 500 billion; Assets R 23 billion; Debt book of R 25 billion</p>	<p>Repositioned TCTA after completion of the engineering works on Phase 1A (Katse Dam) as RSA Government Bulk Raw Water Supply Developer and Liability Manager. This included extensive consultation and agreement with local and international government structures and political leadership. RSA Cabinet approved TCTA's revised Notice of Establishment in 2000. This was preceded by changes in the Intergovernmental Protocols with Lesotho.</p> <p>Managed the development and implementation of mega water supply related infrastructure. Develop the project pipeline for projects after Lesotho Highlands Water Project (phase 1), Berg Water Project, Vaal Pipe line Project, Mooi Umgeni (Spring Grove Dam) Project, Olifants River Augmentation Project (MCWAP). Actively raised funding in the local and offshore capital markets, development funding agencies and export credit facilities. Was instrumental in the development of the local bond market, auction based funding mechanisms and inflation linked bonds. Annual funding needs varied from R 4 billion to R 5 billion. Structured institutional and financing arrangements to achieve co-operative governance and lowest possible funding rates. Developed sustainable long term water tariff models</p> <p>Actively managed stakeholder and shareholder relationships in political public and private sector. Actively</p>

participated in the processes to restructure the water and sanitation sector.

Prior to 1994:

Worked as a consultant for Deloitte (1992-1994); Mainly in business re-engineering.

Lectured at postgraduate level at UNISA – B Compt Hons in Advanced Taxation and Applied Auditing (1988- 1991)

Deloitte – Audit Senior (1985 -1987)

Worked in Commerce – Corobrik Bloemfontein (1980 – 1982), Senekal Co-op (1982 -1984)

Completion of articles (1980) at Viljoen Louw Bartel – now part of KPMG

Cell: [REDACTED] South African, languages: English, Afrikaans

Executive Summary

Investments, transaction and entrepreneurial experience, over 16 years' experience

- Gained at KPMG corporate finance, sr manager (1997-1999), Anglo American corporate finance, analyst (1999-2001), Brait Private equity, deal executive (2002-2005).
- Co-founded and exited a BEE investment holding company that undertook investments in the financial services and information technology sectors (2005-2007). Former shareholder and Executive Director.
- Shareholder and inaugural director of African Women Chartered Accountants Investments Holdings, an ESG company that has around 55 African women shareholders and distributes a portion of profits to an association that develops African women chartered accountants (2008 to date).
 - Fund raising for SPAC and Private Equity fund (2017 to 2020)

Extensive board experience

- Former boards in South Africa include: Land Bank, Land Bank Insurance Company (Chairperson of Investment & Actuarial Committee), Senwes (one of largest agri businesses), Cell C (Chairperson of Audit Committee), Adcorp
- Present boards:
 - EOH, ISE listed and largest African technology company. In addition, former EOH interim Chairperson (March to June 2019). Chairperson of Risk & Governance committee.
 - Chairperson of Sybrin (EOH subsidiary, the largest fintech company serving blue chip financial services clients across Africa)
 - ETG Input Holdings, Dubai headquartered and largest African fertilizer distributor with operations in 46 countries including 29 African countries. Chairperson of Audit committee.

Africa experience

- Between 2014 and 2016 former Head of Business Engagement Africa, World Economic Forum based in Switzerland.
 - Oversight for some 66 leading African companies that are members of the Forum. Relationships with founders, CEO and other executives.
 - Determining strategy for the Forum regarding its African members and ensuring engagement of corporate members in the initiatives of the Forum.
 - Business development. Grew African membership base by 26% from 52 to 66. Increased geographic penetration, with Nigerian membership increasing by 20%, East African membership increasing 75% and South African membership increasing by 16%.
 - Access to unique and strategic global and regional insights from the Forum events.
- Travelled to 22 African countries

Technology and Innovation exposure

- Digital Economy working group member of BRICS (Brazil, Russia, India, China and South Africa) Business Council
- 2nd ranked simulation investor for UK Trade Commission Prosperity games to select leading start-ups, 6 Aug 2019, Cape Town. Keynote address on Technology for Good.
- Speaker and judge for Black Management Forum innovation and invention prototype program for tech start-ups (2018 and 2019)
- Published several technology investing articles
- Visit to VC's and technology start-ups in Tel Aviv (2019) and San Francisco (2016, 2018, 2019)

Other

- International work and study experience living on three continents (Africa, US and Europe), travelled to 70 countries.
- Chartered Accountant (South Africa), Masters in Public Administration (Harvard, JFK School of Government, US)
- Honoured by the World Economic Forum as a Young Global Leader in 2013
- Author of new book on identity, building trust across diverse communities, inclusion: My Blood Divides and Unites, with a section on technology impact investing. International media coverage.

BOARDS
2007-to date

Private companies

- Inaugural member of board of directors and shareholder of the African Women Chartered Accountants Investment Holdings ("AIH"), **Jan 2008 to date.**
- Atos Origin (South Africa). Atos Origin is a global French domiciled information technology company. AIH is a shareholder of Atos Origin (South Africa), **Sep 2010 to 27 June 2011**
- Non-executive board member of Senwes, one of the largest South African agri-businesses, **14 Mar 2008 – 17 June 2011**
 - Audit committee: 14 March 2008 to 17 June 2011
 - Risk committee: 21 August 2008 to 17 June 2011
- Member of the investment committee of Identity Development Fund, **Mar 2008 – 18 June 2011.** IDF is an impact investment fund that invests in Black women, youth-owned businesses and in small businesses in rural areas.
- Non-executive board member of Cell C, **31 October 2013 to 15 August 2017**
 - Chairperson of audit & risk committee: December 2013 to 15 August 2017
- Non-executive board member of Adcorp (listed on JSE), **1 January 2017 to 20 July 2018**
 - Member of audit & risk committee, 1 January 2017
 - Member of the investment committee, 11 July 2017
- Non-executive board member of ETG Input Holdings, **2 November 2017 to date**
 - Chairperson of audit committee, 2 November 2017
- Non-executive board member of EOH (listed on JSE), **1 July 2018 to date**
 - Interim board Chairperson, 22 March 2019 to 2 June 2019
 - Chairperson of Risk and Governance committee, 1 July 2018
 - Member of the audit committee, 1 July 2018
- Non-executive Chairperson of Sybrin (EOH subsidiary, fintech company), **21 November 2019**

State Owned entities

- Non-executive board member of Land Bank, **5 Mar 2008 – 30 June 2011**
 - Board Operations Committee: 1 April 2008 – 18 Jul 2008, this sub-committee was established as an interim measure when board members became more operationally involved in the affairs of the bank following a high level of vacancies at a senior management level
 - Audit committee: 17 Mar 2008 – 30 June 2011
 - Risk committee: 17 Mar 2008 - 30 June 2011
- Non-executive board member of Land Bank Insurance Company (a subsidiary of Land Bank and an agriculture insurance company), **7 July 2008 – 30 June 2011**
 - Chairperson of the LBIC Investment and Actuarial Committee with investments under management of R900m. **by 16 Nov 2009 – 30 June 2011**
 - Audit and risk committee: 28 Nov 2008 – 30 June 2011
- Non-executive board member of Intersite Asset Investments SOC, a subsidiary of PRASA that is responsible for property and asset development of the national railway group, **25 Jan 2010 – 18 June 2011, re-appointed 1 Jun 2013 to 28 Feb 2014.**
 - Audit and Risk committee: 12 Mar 2010-18 June 2011, re-appointed 1 July 2013
 - Finance, Capital, Investment and Procurement committee : 19 May 2010 – 18 June 2011
- Chairperson of the Audit Committee of the Department of Environmental affairs. Department has an annual budget of some R2 840m, **Oct 2010 – 31 May 2011**
- Member of the Audit Committee of the Marine Living Resources Fund (Department of Agriculture, Forestry and Fisheries) **6 December 2006 to 27 May 2011**
- Member of the Audit Committee of Johannesburg Development Agency (City of Johannesburg), **January 2007 to 22 July 2011**

NGO

- Inaugural Chairperson of the South African Institute of Tax Practitioners, **Nov 2007 – Feb 2010.** Membership grew to 1000 under my Chairpersonship.
- Young Global Leader (World Economic Forum) Advisory Group, **January 2014 to date**
- Board member of Harvard Alumni Association South Africa, **24 January 2018 to date**
- BRICS Business Council SA chapter – member of digital economy working group, **Oct 2019 3 to date.**

2008 to date	<p>AWCA Investment Holdings (women's ESG investment holding company) Founding board member</p> <ul style="list-style-type: none"> • Deal origination • Oversight for deal implementation • Fund raising 	
1 Jan 2014 to 31 Dec 2016	<p>WORLD ECONOMIC FORUM Geneva, Switzerland Head of Africa Business</p> <ul style="list-style-type: none"> • Oversight for some 66 leading African companies that are members of the Forum and ensuring engagement in the initiatives of the Forum as tailored to the corporate's interest • Determining strategy for the Forum regarding its African members • Business development. Grew African membership base by 26% from 52 to 66. Increased geographic penetration, with Nigerian membership increasing by 20%, East African membership increasing 75% and South African membership increasing by 16%. • Access to unique and strategic global and regional insights from the Forum event 	
2007 to May 2013	<p>FOUNDER: HARVESTFIELD</p> <p>Director</p> <ul style="list-style-type: none"> • Advised a US technology firm on its expansion plans to South Africa. • Co-advised an investment company in its exit from one of the top two South African private equity firms • Designed an investment methodology for an incentive program of R4.8bn over 6 years of the Department of Trade and Industry ("DTI"). • Through AVP, advised Africa Development Bank on setting up an agriculture fund-of-fund and technical assistance facility • Part of the Presidential South African delegation to China, 24-26 August 2010; in addition, participant in the agricultural programs in Shanghai hosted by the SA DTI 	
2005-2007	<p>CO-FOUNDER: URANUS INVESTMENT HOLDINGS Johannesburg, South Africa Director and Shareholder (with 3 other shareholders)</p> <ul style="list-style-type: none"> • Involved in all aspects of business including fund raising, deal origination, negotiation and implementation. • Investments made during tenure: ICAP (local operation of a leading global UK based inter-dealer broker) and Knowledge Integration Dynamics, an information technology company. 	
2002-2005	<p>BRAIT Johannesburg, South Africa Deal Executive (Brait is one of the two largest private equity firms in South Africa)</p> <ul style="list-style-type: none"> • Involved in various aspects of private equity including deal evaluation, management of portfolio companies and investment disposals. • Experience gained across a spectrum of industries including manufacturing, technology, retail, resources, tourism, healthcare, financial services, automotive, media, agriculture and forestry • Managed Brait's investment in a technology company and a health retail company. 	
1999-2001	<p>ANGLO AMERICAN PLC Johannesburg, South Africa Corporate Finance Analyst</p> <ul style="list-style-type: none"> • Analysed, structured and executed corporate finance transactions in the property, media & telecommunications, agriculture, industrial and resource sectors. 	

1996-1999

KPMG

Johannesburg, South Africa

Corporate Finance Manager

- Managed teams performing due diligence studies on target companies in the financial services, retail, mining and manufacturing sectors on behalf of potential acquirers.
- Valued target companies in light of findings of due diligence studies and compiled accountants' reports in accordance with Stock Exchange regulations.

Senior Accountant, Auditing

- Key tasks included work planning, managing execution, communicating results and recommendations to the client company and following up on the implementation of recommendations.

Publications

Article on Nelson Mandela, Genius of Restraint, 2012 Harvard Africa Policy Journal

Book on race, identity and reconciliation, My Blood Divides and Unites, 18 Dec 2018, Parcupine Press (www.myblooddividesandunites.com)

Additional Information

- **Attained from Trinity College London:** Grade 7 certificate Individual Acting skills (2005), Grade 8 certificate Speech and Drama (2007), Associate Diploma in Performing - ATCL Performing Speech and Drama (2010)
- **Created the Farmer Joe and Friends brand** (2009) aimed at educating children about farming and the environment. Authored and published two children's books in the Farmer Joe and Friends series and exhibitor at the 2010 London Book Fair
- Language learning and cultural program with *Ecole France Langue*, Paris, France April 1999



[REDACTED]
Head of the School of Accountancy, Wits University.

[REDACTED] is the first black female Associate Professor in Auditing. Nirupa completed the qualifying Board examination in 1996 and is a qualified CA (SA).

EXPERIENCE

After completing her articles at PwC she joined Wits to commence a successful academic career. Over her twelve years at Wits, she has made her mark at the School through her teaching of prospective CA's and her later instrumental influence on Post-Graduate studies in the School after completing her Masters of Commerce. Padia has represented the school on various university platforms as well as in the profession. In 2013, Minister of Finance Pravin Gordhan appointed Padia to the Tax Review Committee chaired by Judge Dennis Davis, which is now known as the Davis Tax Committee (DTC).

EDUCATION

- CA (SA)
- B. Com (1985) – Wits University
- B. Acc (1995)
- M. Comm

OTHER APPOINTMENTS

Padia remains a member of the Davis Tax Committee and is an academic representative on the Auditing Guidance committee of SAICA as well as on the board of the PwC Business School.



Non-Executive Director



pespeckmann@icloud.com 



Personal Details

Date of Birth:



ID Number:



Residential Address:



Postal Address:



Gender:



Nationality:

South African

My Profile

I matriculated in 1974, obtained my two university degrees from Unisa and qualified as a chartered accountant. I had an extensive client (industry) portfolio at Coopers & Lybrand.

I do have a comprehensive knowledge of the financial services industry in South Africa.

I retired in 2015 and my restraint of trade with MMI Holdings terminated in December 2016.

Prior to my retirement, I served as the Group Finance Director of MMI Holdings (Metropolitan) for 16 years. I am currently a non-executive director of Santam Limited.

Experience

**Various
1975 - 1980**

My parents could not afford to send me to university fulltime and I obtained my tertiary education by way of correspondence at Unisa. It was also extremely difficult for a person of colour to secure a position that will allow one to serve your articles of clerkship, especially in the Eastern Cape. Not having a formal tertiary qualification at the time was a further impediment in this regard.

Whilst studying at Unisa, I taught at Gelvandale Senior Secondary School for 30 months as an unqualified teacher. I then joined an accounting practice in Port Elizabeth. Cohen Morris (now Mazars) was a large bookkeeping practice (at the time) and auditing experience was non-existent. I worked at Cohen Morris for about 30 months until I was offered articles of clerkship by Coopers & Lybrand (the now PricewaterhouseCoopers).

I was the first person of colour to qualify as a chartered accountant in the Eastern Cape.



Non-Executive Director

Education

Secondary Education

Matric with University Entrance
Gelvandale Senior Secondary
1970 - 1974

Bachelor of Accounting Science (B.Compt)

Univ. of South Africa
1980

Honours Bachelor of Accounting Science

Hons.BCompt
Univ. of South Africa
1982

Monarch Business School (Swiss)

Registered for Doctor of Business
Administration (Corp Governance)
(Currently registered)

Professional Qualifications

Chartered Accountant (SA)

South African Institute of
Chartered Accountants
(SAICA)
1985

Computer Experience

Specialised in IT Audit
(Mainframe, mini)

Expert Level - Apple OS

Expert Level - MS Windows

Experience continued

Coopers & Lybrand 1980 - 1990

I joined Coopers & Lybrand as an articled clerk and progressed through the ranks until I became an **Audit Partner**. I was based in Port Elizabeth until February 1988 and thereafter as a partner in the Cape Town office. I was fortunate enough to be selected to specialise in Computer Auditing, for which I was seconded to the London office.

I had quite a diverse client portfolio as senior audit manager, audit partner and computer specialist. Some of my clients - Trustbou, Cape of Goodhope Bank, Guardian National, Hella, Group Five, Savage & Lovemore Civils, Unilever, Ford, East Cape Co-op, EP Building Society, Cadbury and Pepkor.

I exited the practice with the merger of Coopers & Lybrand and Theron du Toit. I am still of the opinion that it was the best merger at the time. The exit was purely for me to gain some commercial experience outside of an accounting practice.

Pepkor Group 1990 - 1993

I joined Pepkor, a client of mine at Coopers, as the **Head of Special Projects** for the Group. I was tasked with the acquisition of businesses in the United Kingdom for Pep Stores. I also assisted with the establishment of 'Your More Stores' (Pep in the UK) during 1991. I was based in London, but often commuted between SA and the UK.

On my return to Pepkor South Africa, I was appointed as the **Finance Director** of the Export Division, a position that I held until I left the Group. As FD of the Export Division, I was responsible for all financial matters, financial statement production, systems, debtors and collections, budget compilation and control, overall financial management. I reported to the Managing Director and had a dotted line responsibility (in terms of reporting) to the Group Finance Director.

I left Pep as I did not see a future in Retail and was always keen to be involved with Financial Services.



Non-Executive Director

Experience continued

Hobbies and Interests



Old Mutual South Africa
1993 - 1994

I joined Old Mutual as the **Head of Internal Audit** for the Employee Benefits Division. We were a relatively small team (30 staff members) responsible for the audit of the division. I was responsible for 'running' the Internal Audit department, strategy development and implementation.

Soon after joining OM Employee Benefits I was requested to take over and manage the entire Internal Audit function of the Group. I accepted and was promoted - **Group Internal Audit Executive**.

I had to amalgamate the various Internal Audit functions, strategy development and implementation, etc.

Seagram South Africa
1994 - 1998


Post 1994 foreign companies returned to our shores. Seagram was no exception to the norm at the time having marketed their products by way of agency arrangements during the sanction years. Seagram was an alcohol beverage company and had many big brands in its stable.

They returned to SA during 1994 and I was headhunted to join them as local **Finance Director**. I reported to the local CEO and Regional Finance Director for Europe and Africa.

I had overall responsibility for the full financial function (stock control, debtors and collections, financial reporting, budgets, funding, etc.) and strategy implementation.

OM approached me to re-join them to work on the demutualisation project.

Seagram has since sold all its brands and has ceased all operations.



Non-Executive Director

Experience continued

Old Mutual South Africa 1998 - 1999

Old Mutual approached me and offered me the opportunity to work on the largest and most complex demutualisation in South Africa. Complex from a perspective that Old Mutual controlled both Mutual and Federal and NedBank and neither of these groups had been consolidated into Old Mutual's results previously.


I was appointed as the **Accounting Project Manager** for the Demutualisation and Listing Project. My team had to convert the SA GAAP financial statements to UK GAAP, also consolidating the subsidiaries referred to above. The project was completed with 15 months and the Group Finance Director requested me to join him in London to establish the Finance Function at the Corporate Head Office, which I turned down, as I did not see a future for myself in the United Kingdom.

Roundabout the same time Metropolitan was looking for a Finance Director and my CV ended up on the CEO's desk.

Metropolitan Holdings Limited MMI Holdings Limited 1999 - 2015

I joined Metropolitan Holdings as the **Group Finance Director**. I was the first finance director to be appointed by the Group. I had responsibility for the overall finance function, Company Secretarial matters, Investor Relations, Internal Audit, Group Risk, Procurement, amongst others.

I was a member of the Merger Committee that oversaw the successful implementation of the merger. MMI was established as a result of the merger of Metropolitan and Momentum. Even though I indicated that I would not apply for FD of the merged entity given that I was in the twilight of my career, I was still requested to accept the appointment of Group Finance Director of the merged entity.



Non-Executive Director

Experience continued

Metropolitan Holdings Limited
MMI Holdings Limited
(CONTINUED)
1999 - 2015

I have served on most of the subsidiary company boards, audit committees, risk committees and governance forums. I was a member of the Group Executive Committee that was tasked with the day-to-day activities of running the Group.

I have served on various main Board committees over the past 16 years and at the retirement date, I was still a member of the Risk Committee and a main board member.

Post retirement, I served on the Audit Committee of Guard Risk and was a member of all the Combined Assurance Forums of the Group. In December 2015 I requested that I be relieved of these duties.


Major achievement during the past 16 years:

- Pioneering a dedicated Investor Relations function and being copied by the rest of the financial services players
- Numerous reporting prizes won
- Bedding down a rather complex merger and achieving the envisaged savings
- One of the more sustainable empowerment deals
- Leaving behind a competent team as a result of a successful succession plan

Consulting
2016

MMI and myself, given my corporate knowledge of the group, entered into a restraint of trade agreement. The agreement was for a period of eighteen months and terminated on 31 December 2016.

I did various consulting assignments with MMI permission during the restraint period.



Non-Executive Director

Experience continued

Santam Limited

2017 - Current

Independent non-executive director and a member of the Risk the Audit Committee. I am the chairman of the Audit Committee.

**BrightRock Insurance Group
(Sanlam Subsidiary Company)**

2017 - Current

Independent non-executive director and chairman of the Audit, Risk and Investment Committees

**Centriq Insurance Group
(Santam Subsidiary Company)**

2017 - Current

Independent non-executive director and member of the Audit and Risk Committee.

**MiWay Insurance Group
(Santam Subsidiary Company)**

2017 - Current

Independent non-executive director and member of the Audit and Risk Committee.

**Sanlam Sky Group of Companies
(Sanlam Subsidiary Company)**

2018 - Current

Non-executive director and member of the Audit, Risk and Remuneration Committees and Lead Independent Director.

Sanlam Investment Management

2018 - Current

Non-executive director and member of the Audit Committee.

Impala Platinum

2018 - Current

Non-executive Director and member of the Audit Committee.

Volkswagen Financial Services

2018 - Current

NOT a director but Chairman of the Audit and Risk Committee in terms of shareholders agreement.

Annexure C

Previous members of the IRBA Board as at June 2020 (these member's term came to an end on 9 May 2020):

No.	Name of Nominee	Gender	Race	Qualification
1	[REDACTED]	M	A	CA(SA)
2	[REDACTED]	F	A	CA(SA)
3	[REDACTED]	F	A	CA(SA), MBA, CISA, Registered Auditor
4	[REDACTED]	M	I	B.PROC, LLB
5	[REDACTED]	M	A	CA(SA)
6	[REDACTED]	F	W	CA(SA)

The proposed new members of the IRBA Board:

No.	Name of Nominee	Gender	Race	Qualification
1	[REDACTED]	F	W	CA(SA)
2	[REDACTED]	M	I	B.PROC, LLB
3	[REDACTED]	M	A	CA(SA)
4	[REDACTED]	F	A	CA(SA), MBA
5	[REDACTED]	F	A	BCom (Accounting), PDBA, CAIB(SA)
6	[REDACTED]	M	W	CA(SA), CPA(Texas)
7	[REDACTED]	M	C	CA(SA) * To be registered as a RA

8	[REDACTED]	F	C	CA (SA) Master's in Public Administration
9	[REDACTED]	M	I	CA(SA) and Australia
10	[REDACTED]	F	I	CA(SA)

Applicant: [REDACTED]

CANDIDATE EXECUTIVE SUMMARY

I have considerable experience at senior management level in government for a period of 10 years and have acquired knowledge over a wide spectrum of policies and procedures in government in general and in the local sphere specifically.

I served as Head of Department of 3 different North West Provincial Departments from September 2001 to the 31 October 2011. In that capacity I was the designated Accounting Officer of those departments

I have a thorough knowledge of the theoretical aspects of the Public Finance Management Act and the Municipal Finance Management Act, and vast experience of the practical application of these and related regulations and policies.

I served as the Chairperson of the Performance Audit Committee of the Matlosana Local Municipality from November 2011 until November 2014. I was appointed as the Chairperson of the Audit and Risk Committee of the same Municipality in December 2014. My term ended in February 2018.

I also served on the Dr. KK District Municipality Shared Audit and Risk Committee. I was in that position from March 2012 until April 2015. I was appointed once again in October 2018

I serve as a member of the Audit Committee of the Mafikeng Local Municipality. I was appointed in 2014.

I also serve as a member of the JB Marks Local Municipality Audit Committee. I was appointed in November 2014.

I served as an Audit Committee member of the North West Transport Investment SOC and its subsidiaries from February 2013 to November 2014.

I currently chair the Audit Committee of the Independent Police Investigative Directorate. I was appointed on the 1st October 2015 for a period of 3 years. My term was renewed for a further 2 years in November 2018

I was appointed as a Board member of the Independent Regulatory Board for Auditors in terms of the Auditing Professions Act in May 2017 for a 2-year term. My term has been extended for a further 1 year.

I also served as a Board member of the North West Transport Investment SOC Ltd for a period of 3 years and currently serve as a Director of Sedibeng Water.

By virtue of my position as Chair of disciplinary and appeal committees of regulatory bodies such as the CBE and NHBRC I have gained considerable experience in this sector.

PERSONAL DETAILS

Surname	[REDACTED]
First Names	[REDACTED]
Nationality	SOUTH AFRICAN
Identity Number	[REDACTED]
Gender	[REDACTED]
Home Address	[REDACTED]
Postal Address	[REDACTED]
Home Language	ENGLISH (READ, SPEAK AND WRITE)
Other Languages	AFRIKAANS (READ, SPEAK AND WRITE)
CONTACT DETAILS	
Telephone Number – Home	N/A
Telephone Number – Work	[REDACTED]
Fax Number	[REDACTED]
Cellphone Number	[REDACTED]
e-mail	[REDACTED]

EDUCATION AND TRAINING

ACADEMIC QUALIFICATIONS

Qualifications	Name of Institution	Place Obtained	Year Obtained
B. PROC	UNIVERSITY OF SOUTH AFRICA	PRETORIA	1981
LLB	UNIVERSITY OF SOUTH AFRICA	PRETORIA	INCOMPLETE
ADMITTED AS AN ATTORNEY			1984

MEMBERSHIPS OF APPROPRIATE PROFESSIONAL BODIES AND INSTITUTIONS

LAW SOCIETY OF THE NORTHERN PROVINCES

EMPLOYMENT HISTORY

Employer	DEPARTMENT OF PUBLIC SAFETY, NORTH WEST
Nature of Business	GOVERNMENT
Position	HEAD OF DEPARTMENT
Dates of Service	9 TH APRIL 2010– 31/10/2011
Responsibilities	Overall management of the department with specific emphasis on financial management as per my appointment as Accounting Officer in terms of the PFMA. Responsibilities also as per the 11 Core Management Criteria prescribed for Heads of Department.

Employer	DEPARTMENT OF LOCAL GOVERNMENT AND TRADITIONAL AFFAIRS, NORTH WEST
Nature of Business	GOVERNMENT
Position	HEAD OF DEPARTMENT
Dates of Service	AUGUST 2009– 9 TH APRIL 2010
Responsibilities	Overall management of the department with specific emphasis on financial management as per my appointment as Accounting Officer in terms of the PFMA. Responsibilities also

as per the 11 Core Management Criteria prescribed for heads of department. The core mandate of the department is to monitor, support and play and oversight role over Municipalities and to support the institution of Traditional leadership.

Employer	DEPARTMENT OF LOCAL GOVERNMENT AND HOUSING, NORTH WEST
Nature of Business	GOVERNMENT
Position	HEAD OF DEPARTMENT
Dates of Service	15 SEPTEMBER 2001 – AUGUST 2009
Responsibilities Overall management of the department with specific emphasis on financial management as per my appointment as Accounting Officer in terms of the PFMA. Responsibilities also as per the 11 Core Management Criteria prescribed for heads of department. The core mandate of the department was to monitor, support and play and oversight role over Municipalities and ensure the development of integrated human settlements.	

Employer	VIVID SOLUTIONS CC
Nature of Business	PRIVATE SECTOR –HOUSING PROJECTS ADMINISTRATION
Position	MANAGING MEMBER
Dates of Service	MARCH 1996-SEPTEMBER 2001
Responsibilities Overall management of the financial and human resources aspects of the CC. In addition I was responsible for the marketing of the services of the CC. The CC was involved in providing an administration service to developers of housing projects primarily those involved in the subsidy sector. The services consisted of beneficiary administration, financial administration and conveyancing administration in housing projects.	

Employer	MOTALA ROOPA AND ASSOCIATES
Nature of Business	PRIVATE SECTOR – LAW FIRM
Position	PARTNER
Dates of Service	MARCH 1985-FEBRUARY 1996
Responsibilities The law practice had a diverse clientele and covered most areas of work. My involvement was primarily in civil litigation, appearance in criminal matters, conveyancing, labour matters, providing legal opinions and matters of a public interest nature.	

Employer	LAWYERS FOR HUMAN RIGHTS
Nature of Business	NGO
Position	REGIONAL DIRECTOR
Dates of Service	OCTOBER 1991-FEBRUARY 1996
Responsibilities Managing the Regional office and supervising the implementation of national programmes which had to be implemented at the regional level. Management responsibilities were primarily supervision of staff and managing the budget of the regional office.	

SPECIALIST KNOWLEDGE/SKILLS ACQUIRED

Act/Policies	Level of knowledge		
	Basic	Intermediate	Advance
PUBLIC FINANCE MANAGEMENT ACT&TREASURY REGULATIONS			X
PUBLIC SERVICE ACT ®ULATIONS			X
LABOUR LEGISLATION AND POLICIES		X	
LOCAL GOVERNMENT LEGISLATION&POLICIES			X
HOUSING LEGISLATION AND POLICIES			X
TRADITIONAL AFFAIRS LEGISLATION&POLICIES		X	
CONSTITUTION			X

CURRENT POSITIONS

1	Chair-Appeals Committee	Council for the Built Environment
2	Member	Gauteng Rental Housing Tribunal
3	Panel of Chairs-Disciplinary Committee	National Homebuilders Registration Council
	Presiding Officer	Compensation for Occupational Injuries and Diseases Act
4	Board Member	Sedibeng Water
5	Board Member	Independent Regulatory Board for Auditors
6	Chair-Audit Committee	Independent Police Investigative Directorate
7	Member-Audit Committee	JB Marks Municipality
8	Member-Audit Committee	Mafikeng Municipality
9	Member -Audit Committee	Dr. KK District Municipality

PREVIOUS POSITIONS

MEMBER PROVINCIAL COMMITTEE ON LOCAL GOVERNMENT
ADMINISTRATOR (SECT.139) : MAQUASSI HILLS LOCAL MUNICIPALITY
BOARD NTI SOC

CHAIR: AUDIT AND RISK COMMITTEE MATLOSANA MUNICIPALITY
DEPUTY CHAIRPERSON: NORTH WEST CONSUMER COUNCIL
COUNCILLOR: KLERKSDORP LOCAL MUNICIPALITY
CHAIRPERSON: SALGA NORTH WEST

REFEREES:

1. [REDACTED] CHAIR, DR KK DISTRICT MUNIC.AUDIT COMMITTEE
2. [REDACTED] FORMER PARTNER IN LEGAL PRACTICE
3. [REDACTED] COLLEAGUE [REDACTED]

CURRICULUM VITAE

[REDACTED]

1980 - 1985
1986 - 1990
1991 - 1995

[REDACTED]

1996 - 2000
2001 - 2005
2006 - 2010

1980 - 1985
1986 - 1990
1991 - 1995

BORN

:

EDUCATED

:

Northview High School

:

University of the Witwatersrand – awarded prizes as the top student in two of five academic years

:

Qualified as a Chartered Accountant (S.A.)

:

Certified Public Accountant (Texas) 1975

CAREER

:

ERNST & WHINNEY, CHARTERED ACCOUNTANTS

1966-1971 : Completed articles of clerkship, Johannesburg

1972 : Qualified as Chartered Accountant

1974-1975 : Transferred to Dallas office

1976 : On return to South Africa appointed National Technical Partner and Member of the Ernst & Whinney International Technical and Quality Control Committees

1980 : Appointed Managing Director of Ernst & Whinney Management Services

1984 : Elected Managing Partner of Johannesburg office Of Ernst & Whinney

1988 : Elected Senior Partner and Chief Executive of Ernst & Whinney

ERNST & YOUNG, CHARTERED ACCOUNTANTS

1989 : Appointed Executive Chairman, Ernst & Young, South Africa (upon merger between Ernst & Whinney and Arthur Young & Company) (165 partners and 850 staff)

: Member of the Ernst & Young International Management Council

: Member Ernst & Young International Strategic Planning Task Force

CAREER (continued)

THE JOHANNESBURG STOCK EXCHANGE

1992-1997 : Executive President
Responsible for overseeing the restructuring of
The Johannesburg Stock Exchange

THE LIBERTY GROUP

March 1997 : Appointment as Executive Director of the
Companies:
-Liberty Life Association of Africa Limited
-Liberty Holdings Limited
-Guardbank Management Corporation Limited
-Liblife Strategic Investments Limited
-Liberty Asset Management Limited

May 1997 : Appointed Group Chief Executive and Managing
Director of The Liberty Group

July 1999 : Appointed Deputy Chairman and Chief Executive
Officer of the Liberty Group

MURRAY & ROBERTS HOLDINGS

April 2003 : Appointed Non-executive Director

January 2004 : Appointed Chairman

SANLAM LIMITED & SANLAM LIFE INSURANCE LIMITED

June 2004 : Appointed Chairman

ASPEN PHARMACARE HOLDINGS LIMITED

August 2008 : Appointed Director. Currently Lead Independent
Director

SASFIN BANK LIMITED & SASFIN HOLDINGS LIMITED

November 2013: Chairman

SASFIN FINANCIAL SERVICES (PTY) LTD

March 2016 : Appointed Director

OTHER RESPONSIBILITIES

- Member, King Committee on Corporate Governance
- Fellow – GIBS
- Vice President – IoD
- Member – CD(SA) Governing Body
- Member – SAICA Advisory Panel
- Member, King Committee Exco

PREVIOUS POSITIONS HELD

- Former Trustee, International Accounting Standards Committee Foundation
- Former Chairman, African Stock Exchanges Association
- Former Member, Executive Committee Federation of International Stock Exchanges
- Former Member, Audit Commission of the Republic of South Africa
- Former Member, Policy Board for Financial Services and Regulation
- Former Member, The Financial Markets Advisory Board
- Former Deputy Chairman, Securities Regulation Panel
- Former Member, South African Futures Exchange Board
- Former Member, Auditing Standards Committee of the South African Institute of Chartered Accountants
- Former Member, Standing Advisory on Company Law
- Former Chairman, Audit Committee, Department of Defence
- Former Patron, Institute of Internal Auditors South Africa
- Former Member, Ethics and Auditing Standards Committees; SA Institute of Chartered Accountants
- Former Chairman, South African Airways Audit Committee
- Former Chairman, Guardian National Insurance Company Limited
- Former Director, South African Airways (Pty) Limited
- Former Director, SAB
- Former Director, The Premier Group Limited
- Former Chairman, Charter Life Insurance Company Limited
- Former Chairman, Liberty Group Properties Limited
- Former Chairman, Liberty Ermitage Limited
- Former Chairman, Liberty Ermitage Life Jersey Limited
- Former Director, Hightree Financial Services Limited
- Former Director, Standard Bank Group Limited
- Former Director, The Standard Bank of South Africa Limited
- Former Chairman and Group Chief Executive, STANLIB Asset Limited
- Former Chairman, STANLIB Wealth Management Limited
- Former Chairman, Virgin Active South Africa
- Former Governor, The Hiltonian Society
- Former Member, Board of Governors, Johannesburg Children's Home

PREVIOUS POSITIONS HELD (continued)

- Former Chairman, Sanlam Limited
- Former Chairman, Sanlam Life Insurance Limited
- Former Director, Virgin Active UK
- Former Deputy Chairman, Business Against Crime'
- Former Director, Business Trust
- Former Director, Financial Services Consumer Education Foundation
- Former Chairman, Murray & Roberts Holdings Limited
- Former Director, Sasfin Securities (Proprietary) Limited
- Former Director, Sasfin Financial Advisory Services (Proprietary) Limited
- Former Director, SasfinAsset Managers (Proprietary) Limited
- Former Founding Chairman – CD(SA) Governing Body
- Former Chairman – Delville Wood Commemorative Museum Trust
- Former Advisor – Alexander Proudfoot
- Advisor – ITOCHU
- Former Trustee, BOCO Trust (GMSA)
- Former Director, Nampak Limited
- Chaired Governance Review Task Team of SAICA

PERSONAL

: Married (wife's name Wendy), 2 daughters, 1 son, 3 granddaughters

: interests

- Sport and military history
- Currently Chief Defence Reserves, South African National Defence Force – Rank Major General

MILITARY CAREER

RANK : Major General

CURRENT POSITIONS : Chief Defence Reserves, South African National Defence Force
: Member of Defence Staff Council and Military Command Council
: Honorary Colonel Transvaal Horse Artillery

MILITARY POSTS HELD :

Commissioned into Artillery in 1966
: Commanded the Transvaal Horse Artillery from 1976 to 1979
: Thereafter Colonel Artillery and subsequently Senior Staff Officer Operation of 7 Infantry Division
: Staff qualified 1984
: Promoted to Major General in October 2003
: Member of The South African Delville Wood Commemorative Museum Trust (former Chairman)
: Founding Chairman – SANDF Education Trust
: Honorary Colonel THA 1990-2019

MILITARY AWARDS

: CSSA, SD, SM, MMM, JCD
: Order of the Star of South Africa (Non-Class III), Commander
: Southern Cross Decoration (SD) and Bar
: Southern Cross MEDAL (SM)
: C SANDF (Chief of the South African National Defence Force) Commendation Medal (MMM)
: Pro Patria Medal with Curvate Clasp
: Unitas Medal
: General Service Medal
: Mandela Medal – Silver
: John Chard Decoration (JCD) with 30-year clasp
: Decorated by VACR's of the Republic of China on Taiwan

MILITARY VETERANS CAREER

: Honorary Life Vice President of the Council of Military Veterans' Organisations having previously been National Chairman
: Honorary Life Vice President of the Gunners' Association having been National Chairman
: Chairman of the Gunners' Memorial Trust
: Trustee of the SA National Museum of Military History Building and Development Trust
: Trustee of The South African Delville Wood Commemorative Museum Trust

CONFIDENTIAL RESUME

OF

[REDACTED]

PERSONAL DETAILS

Name:

[REDACTED]

Address:

[REDACTED]

Telephone:

[REDACTED]

Date of Birth:

[REDACTED]

Citizenship:

South African

Marital Status:

Married

Education:

Matriculated in 1971 (Natal Senior Certificate)

Tertiary:

Bachelor of Commerce with Honours (1983) at the University of South Africa

Membership of Professional Bodies: -

- *Member of SAICA, the South African Institute of Chartered Accountants (1986)*
- *Member of the Australian Institute of Chartered Accountants (1986) [ACA]*

INTERESTS

Professional

- Serves / Served on Boards of several listed companies – MTN, Allianz, ABSA, BancABC, Right to Care .-
- Past Chairman of a Non-Profit Organizations - SANZAF.
- Served on the Public Accountants and Auditors Board 1997 - 2000
- Past Treasurer and Chairperson of the Education Committee at the Association for the Advancement of Black Accountants in Southern Africa (ABASA).
- Served on the Education Committee of the Institute of Chartered Accountants in Australia.

Personal

- Sporting - tennis, cricket and table tennis
- D I Y - house, garden and motor vehicles
- Social - work in the community and spend quality time family and grandchildren

EMPLOYMENT DETAILS

Employer: MTN Group Management Services

Position: Group Executive for Business Risk Management

Period: January 2007 to February 2015

Summary: I was integral part of the Group Executive team providing strategic guidance and direction to the 21 MTN Operations in Africa and Middle East. My functional responsibility as head of Business Risk Executive was in the disciplines of Internal Audit, Risk management and Forensic. My main role was to establish and embed the corporate governance culture and principles in all 21 of MTN operation. I together with my staff of 40 people provided training, support and monitored the compliance and maturity levels of the 21 operations on these corporate governance principles. I presented comprehensive reports to EXCO, Audit Committee and Risk Committees of the Group and some of the Subsidiary Companies.

I currently serve on the Boards of MTN Subsidiaries as Non- Executive

Employer: Office of the Auditor-General, Pretoria

Position 3: Auditor General of South Africa

Period: November 1999 to November 2006

Summary: I was appointed as Auditor – General by the President of South Africa in December 1999 for one NON-renewable term of seven years – in terms of our constitution. My role was to audit and report on the financial statements and financial management of government at National, Provincial and Local Government level. The job requires a strong independent balanced mind to ensure that on the one hand government departments are held accountable [watch dog role] and on the other hand to understand the challenges of our new dispensation/democracy and to provide the departments with supportive role to improve service delivery. The work of the Auditor-General is often subject to public scrutiny and required me to present my audit reports to the Public Accounts Committee and other committees in Parliament. I had to deal with the media, political parties and the public at large. In addition to my local responsibilities, I was also appointed as the External Auditor to the United Nations and World Health Org. I presented our audit reports to the UN Assembly in New York and Geneva.



Profile -

An experienced executive and non-executive director (20 years) serving in organisations that require strategic redirection and governance alignment in the public and private sector.

Vast governance experience, which include chairing of organisations in the public and private sector (6years public sector and 4 years private sector) and has served as chairperson of board committees (Audit and Risk and Human Resources) for 20 years. Has worked with different institutional legal vehicles (Specific legislation, Companies Act, Trusts).

Substantial understanding of and experience in good corporate governance practices, corporate strategy, shareholder management models, enterprise wide risk management, regulatory compliance, financial reporting and analysis, human resource strategies and performance management. Over 20 years experience in and sound knowledge of infrastructure development and funding on executive and non-executive level (TCTA, Johannesburg Water, ACSA,) repositioning, restructuring and turnaround of businesses (private and public sector – TCTA, Denel, NMI Group). Work in SADC countries includes Botswana, Lesotho, Mozambique, Namibia and Swaziland.

Work as Independent Consultant in governance, water, financial, funding and institutional arrangements and institutional transformation related areas. Work included:

- **ASISA** (Association for Savings and Investment South Africa) to promote investment in infrastructure 2016 – Current;
- **New Development Bank (BRICS)** in 2016 on RSA Public Procurement System;
- **Presidential Infrastructure Co-ordinating Commission (PICC)** (2012 – 2014) - a 20 months employment as Specialist on the PICC Technical Task Team that focus on the co-ordination, alignment and fast tracking of RSA's R 4 trillion National Infrastructure Plan (focus areas Strategic Integrated Projects Business plans, Skills Development, Innovative Building Technology, Localisation).
- In 2008 and 2008 project managed RSA bid to host the **2012 World Water Forum** in RSA - an international event that takes place every 3 years.

Made various presentations and was a panel member for conferences relating to financing and development of infrastructure on local and international level. Attended World Bank / IMF Annual meetings since 2002 to 2008. Attended and participated in annual World Economic Forum Africa meetings since 2003 to 2008. 2018 Facilitated the water infrastructure break away session at the recent SA Investment Conference.

Made various presentations and was a panel member for conferences relating to financing and development of infrastructure on local and international level. Attended World Bank / IMF Annual meetings since 2002 to 2008. Attended and participated in annual World Economic Forum Africa meetings since 2003 to 2008.

Martie was a recipient of the inaugural Woman in Water Award in 2002 and nominated for BWA Business Woman of the year in 2006.

- Sectors:**
- Executive level: Capital Markets, Project Finance, Infrastructure Development
 - Non-Executive level: Financial services and Banking (Project /structured/ specialized /trade finance), Utility Management, Aviation (Airports), Water and Sanitation, Defense & Aerospace, FMCG& Agri- processing.

Qualifications

B Comm (UFS 1977);
B Compt Hons (UNISA 1981)
CA (SA) (1987)

Training

Executive Programme in Strategy and Organisation (Stanford University Business School 2001);
TCTA Leadership Development Programme (GIBS 2006)
AIX Director Programme (JSE & WBS 2009) and various technical short courses

Member of Professional Bodies:

Institute of Chartered Accountants (SAICA),
Institute of Directors (IOD)

CURRENT NON-EXECUTIVE APPOINTMENTS

Development Bank of Southern Africa: 1 Jan 2016 – 31 Dec 2018 and 1 April 2019 to current:
Non Executive Director on Board, Member of Audit and Risk Committee, Member of Board Credit and Investment Committee and Board Infrastructure and Knowledge Management Committee

DBSA is a regional development funding institution playing an instrumental role in unlocking development by funding economic and socio economic infrastructure, providing project preparation and assessment services and managing third party development funds.

<p>Elion Ltd – appointed Nov 2018 – current Non Executive Director on Board and Chairman of the Audit and Risk committee, Member of Human Resources Committee and Nominations Committee</p>	<p>A diversified digital technology company listed on AfX.</p>
<p>Independent Regulatory Board for Auditors (IRBA) – appointed 10 May 2017- current: Non Executive Director and Deputy Chairman on Board, Chairman of the Disciplinary Advisory Committee and member of the Audit and Risk Committee</p>	<p>IRBA is the regulator of Registered Auditors in South Africa</p>
<p>Sephaku Holdings Ltd – appointed at AGM 22 September 2016 – current: Non Executive Director on Board and Chairman of the Audit and Risk committee, Member of Remuneration and Nomination Committee.</p>	<p>A company listed on the JSE building materials sector.</p>
<p>Ashburton Investments: Oct 2016 – current: Non Executive Member of Investments Credit Committee and Investments Credit Governance Committee</p>	<p>Ashburton Investments is multi asset manager.</p>
<p>First Rand Bank Ltd: 2011 – current: Non Executive Member of Wholesale Credit Committee International, Specialised/ structured and Project Finance</p>	<p>The credit committee review and approve facilities for the bank's products/brands above delegated mandates and have oversight over delegated credit committee approvals.</p>
PREVIOUS NON-EXECUTIVE POSITIONS	
<p>Denel Soc: 2010- 2016 Chair Audit and Risk Committee from Aug 2010 to 15 Aug 2014; Interim Chairman of Board - 15 Aug 2014 to 23 July 2015</p>	<p>Denel is a SOE in the defense and aerospace industry and have been on a turn round path since 2010. The performance for the last 4 years indicated a continual improvement and as such liquidity and solvency risks and was managed with a concerted effort to grow the top line whilst eliminating unnecessary costs. Denel posted in 2014 its 4 th consecutive year of profits and increased the order book for the next 10 years to R31bn. The turn around continues. Through this period consistent performance and transparency ensured unwavering shareholder support.</p>
<p>Johannesburg Water (Pty) Limited: 2009 – 2012: Chairman, Member of Remuneration Committee; 2001 – 2006: Chair Audit & Risk Committee (2001 to 2005) Member of Remuneration Committee (2006), Acting Chairman in 2006 1999 - 2000 Advisory Board Member to create entity as part of Egoli 2001 programme</p>	<p>The municipal water utility (MOE) is responsible for delivering water and sanitation services to the 4,5 million people living in the City of Johannesburg via a network of 11 000km of pipelines to deliver reticulated water, 10 000 km of pipelines to collect waste water, operates 100 reservoirs and water towers and operate 6 waste water treatment plants. Annual turnover of R 5 billion and staff of 2 800. When created, the entity was not sustainable and various interventions was undertaken, including but not limited to integration of 13 departments of 7 municipalities into a single entity, organisational development, infrastructure development, tariff and addressing operational and service delivery performance. During the 1st 5 years a private sector management contract was entered into – a unique feature was the reducing expat skills and increasing local skills structure that speaks to local efficiency.</p>
<p>Headstream Water Holdings (Pty) Ltd: 2009 - 2016 Shareholder and Chairman</p>	<p>A startup company with the exclusive rights in Sub Saharan Africa to sell Hybacs wastewater treatment technology, which was developed in Korea and commercialized by Blue Water Bio in the UK. Headstream Holdings acquired SAME (42%) in 2016. Projects rolled out mainly in local government and water board sector.</p>

<p>NMI Group of Companies and Trust (FMCG sector) 2009 – 2013 (Director and Trustee) Chair Group Agri Business EXCO, Chair Group Audit & Risk Committee (2009 – 2012) Chair Group Marketing Committee, Chair Namibia (2009 – 2013) and Botswana (2009 – 2010) subsidiaries</p>	<p><i>NMI is a group of private companies operating in Agri-processing business and FMCG industry (milling, production, distribution and selling of staple food and animal food and startup production of broilers) in 5 SADC countries. The annual turnover is R 3,5 billion with a staff compliment of 3 000. The Namibia operations contributes R 1,5 billion to the group's turnover and employs 1 400 people. Two green fields projects were embarked upon during my term, a new feeds plant dedicated to manufacturing of monogastric animal feed and establishment of a broiler industry (farming, abattoir and distribution network). The work involved also various engagements with political stakeholders (President level) and Trade and Industry officials.</i></p>
<p>Airports Company of SA Soc (ACSA) 2010 – 2012: Director, Chaired Audit & Risk Committee, Chaired Treasury & Regulatory Committee, Member of Social and Ethics Committee; 2006 -2009: Specialist member of Audit and Risk Committee and Treasury & Regulatory Committee</p>	<p><i>ACSA have embarked on an extensive capital upgrade phase since 2006 and with that the challenges for the roll out of such an ambitious programme (incl. funding, risk management, regulatory framework ad approvals). During the period ACSA also successfully tendered (with a Brazilian partner) for the concession to management one of Sao Paulo major international airports.</i></p>
<p>Bond Exchange of South Africa (BESA) 2000 – 2003: Executive Committee Member 2003 – 2007: Governing Committee Member 2007- 2009: Director Member of Audit and Risk Committee, Market Regulation Committee, Strategy Committee, Remuneration Committee</p>	<p><i>BESA was in 2000 still a mutual association of bond market participants (issuers, traders). After extensive consultation its was transformed and corporatised in 2003 and demutualized in December 2007. The JSE offer, for all the shares, were taken up by the shareholders and ownership transferred to the JSE with effect in June 2009, and from that date the independent non executive board ceased to exist.</i></p>
<p>AH Vest Limited (previously All Joy Foods): 2008 – 2009: Non Executive Director and Chairman of Audit Committee</p>	<p><i>Manufacturer and distributor of food products. Joined the Board when African Harvest Investments bought the majority shareholding. Company is Alt-X listed.</i></p>
Previous Executive Positions:	
<p>Trans Caledon Tunnel Authority (TCTA) 1994 – 2008 CEO 1998 to 2008 CFO 1994 to 1998</p> <p><i>Financial dimensions (2008): Revenue R 2, 500 billion; Assets R 23 billion; Debt book of R 25 billion</i></p>	<p><i>Repositioned TCTA after completion of the engineering works on Phase 1A (Kalse Dam) as RSA Government Bulk Raw Water Supply Developer and Liability Manager. This included extensive consultation and agreement with local and international government structures and political leadership. RSA Cabinet approved TCTA's revised Notice of Establishment in 2000. This was preceded by changes in the Intergovernmental Protocols with Lesotho.</i></p> <p><i>Managed the development and implementation of mega water supply related infrastructure. Develop the project pipeline for projects after Lesotho Highlands Water Project (phase 1), Berg Water Project, Vaal Pipe line Project, Mooli Umgeni (Spring Grove Dam) Project, Olifants River Augmentation Project (MCWAP). Actively raised funding in the local and offshore capital markets, development funding agencies and export credit facilities. Was instrumental in the development of the local bond market, auction based funding mechanisms and inflation linked bonds. Annual funding needs varied from R 4 billion to R 5 billion. Structured institutional and financing arrangements to achieve co-operative governance and lowest possible funding rates. Developed sustainable long term water tariff models</i></p> <p><i>Actively managed stakeholder and shareholder relationships in political public and private sector. Actively</i></p>

participated in the processes to restructure the water and sanitation sector.

Prior to 1994:

Worked as a consultant for Deloitte (1992-1994): Mainly in business re-engineering.

Lectured at postgraduate level at UNISA – B Compt Hons in Advanced Taxation and Applied Auditing (1988-1991)

Deloitte – Audit Senior (1985 -1987)

Worked in Commerce – Corobrik Bloemfontein (1980 – 1982), Senekal Co-op (1982 -1984)

Completion of articles (1980) at Viljoen Louw Bartel – now part of KPMG

of National Expenditure); participate in relevant budget processes including roll-over requests; adjustment estimates; budget structures; advise on expenditure trends; managed budgets amounting to R7,65 billion and a staff complement of 5; infrastructure planning and finance; review of provincial transfers by the departments; initiate and support budget reform in the departments and public entities; monitor and support implementation of the PFMA and DORA in national departments and public entities; advise on implementation and interpretation of the Treasury Regulations and monitoring thereof; undertake in-year analysis of expenditure trends (early warning system); analysis of service delivery in the sector and relationship to government priorities. Provide policy analysis and advice to the Ministry of Finance, National Treasury and the relevant parties on issues related to the activities of the National Departments of Communications and Energy; facilitate appropriate policy costing; contribute to policy discussions to improve service delivery and contribute to overall corporate governance policy reviews; risk analysis, initiate Communications and Energy project discussions to contribute to economic growth; analysis of the overall energy industry value chain (i.e. electricity, coal, upstream and downstream gas + petroleum sector analysis, renewable, investment in production and consumption data analysis renewable energy, etc.); compile submissions and write reports including drafting and responding to Cabinet memoranda; Presentations to various stakeholders and Act as Chief Director from time to time.

Reason for leaving	:	Resigned – Received an offer to serve as Head of Department at the Energy Regulator with better financial rewards.
<u>Previous Employer</u>	:	National Energy Regulator of South Africa (NERSA)
Position	:	Acting Researcher to support Board Member responsible for Petroleum Pipelines Regulation
Duration	:	11 October 2005 to 28 February 2007
Duties	:	Undertake research to provide strategic input to the decision making process of the Petroleum Regulatory Authority on all matters relating to the petroleum pipelines regulatory function by undertaking benchmark studies; compile reports; attend Sub-Committee meetings; attend NERSA Board meetings and also serve as a scribe during the absence of the Board Secretary; manage own budget; give input to the drafting of rules and regulations within the sector; participate in conducting public hearings on regulatory matters and licensing issues; enforce regulatory

Management; review regulatory frameworks and align them with latest developments in the overall electricity industry from both supply and demand perspectives by also factoring the legislative implications; provide strategic support to the tariff methodology development and review, engage policy makers and other key players in government to influence the policy direction in the energy sector; provide strategic and technical advice to the board of directors of the Energy regulator; undertake financial, economic, technical analysis and social research to ascertain the impact of regulatory frameworks, decisions and analysis on the broad macroeconomic variables in the overall economy; investment and project appraisal/analysis, facilitate investment in electricity distribution infrastructure; infrastructure planning and maintenance, serve as a regulatory specialist and provide constructive inputs into the overall legislative frameworks; provide support to the Ministry of Energy in the restructuring of the overall electricity industry; represent the Energy Regulator at regional forums (such as the Southern African Power Pool, African Forum of Utility Regulators, Regional Energy Regulators Association and continue to advise the Ministry of Finance on the fossil fuel subsidies and price volatility at the G-20 conventions), electricity industry value chain analysis, promote access to the integrated power system by independent power producers, especially renewable energy project developers to the grid, and manage staff complement of 5 specialists and an operational budget of R6 million for the department; serve in the management committee (ManCo) of the organization and act as an Executive Manager as and when required. Coaching emerging small micro and medium (SMME) entrepreneurs.

Reason for leaving : Resigned – subsequent to being offered a contract opportunity to assist the GDED with the implementation of the township economy Revitalization and Industrialization Strategy, including professional coaching and mentoring emerging entrepreneurs in Gauteng.

Previous Employer 4 : National Treasury (South Africa)

Position : Director (Energy & Telecoms - Public Finance)
Chief Directorate : Urban Development & Infrastructure Planning
Period : 01st March 2007 to 30th September 2010
Duties : Provide strategic support to the National Departments of Communications and Energy in preparing budgets and budget documentation; analyse these departments' budget submissions and budgets and contributions to budget documentation (i.e. inputs to the Medium-Term Budget Policy Statement, Budget Review & Estimates

Duties	:	Strategic, Operations, Human Resources, Programmes/Projects, Knowledge, IT & Financial Management; oversee the day-to-day running of the non-governmental organization; Strategic and technical advisory services to the Board; Research; technical support to programme and project implementation; Professional Mentoring and Coaching of the youth and young entrepreneurs. Discharge responsibilities of this position as and when required, including business development and fund raising.
Reason for leaving	:	Resigned – the NGO did not have sufficient funding to cover the HR costs, so we reached a mutual separation arrangement with the Executive Director.
Previous Employer 2	:	Gauteng Department of Economic Development (GDED)
Position	:	Head of Economic Infrastructure Planning &
Delivery	:	01 st October 2015 to 31 st July 2016
Period	:	Implementation of the Township Economy Revitalization Strategy (TER); Project management for both the establishment of new and refurbishment of existing township industrial parks/hubs. Technical and strategic advisory services to the GDED on the transformation, modernization and industrialization of the Gauteng economy.
Duties	:	Mentoring and coaching emerging entrepreneurs from historically disadvantaged communities (townships). Budget and supply chain management of contractors providing construction services to the GDED on the development of economic infrastructure. Oversight of infrastructure projects at the industrial and special economic development zones in Gauteng.
Reason for leaving	:	Resigned – suffered undue political pressure and refused to get involved in unethical behavior (not willing to compromise my integrity), then an irretrievable breakdown in relationship with the leadership of the GDED became apparent. I then decided to work as an independent Consultant and provide technical and strategic advisory services to corporates and individuals (as a professional Business Coach and Mentor).
Previous Employer 3	:	National Energy Regulator of South Africa (NERSA)
Position	:	Head of Department: Electricity Regulatory Reform
Period	:	01 st October 2010 to 30 September 2015
Duties	:	Administration and Management of Transmission and Distribution Grid Codes, review and evaluation of Eskom's annual Transmission Planning Strategy, Risk

SECTION C

EMPLOYMENT HISTORY

- Present Employer 1** : **Organization Undoing Tax Abuse (OUTA) – Civil Society Organization (NGO)**
- Position** : **Head: Energy Portfolio**
Period : **01 November 2017 to date**
Duties : **Provision of consulting, technical and strategic to OUTA Board of Directors; investigate and analyse cases of corruption, maladministration & wasteful/fruitless expenditure in the public sector; hold those responsible for wrong doing accountable and open civil or criminal cases against them; serve as a Media spokesman for OUTA on energy matters; compile comprehensive submissions on energy policy matters and deliver presentations at public hearings on behalf of OUTA supporters and the general public; conduct research on energy policy; advise government on policy rationality; serve as the voice of the voiceless in energy matters, especially on electricity price increases and their impact on ordinary people. Attend and present at Parliament's Portfolio Committees on Energy & Public Enterprises; Compile and deliver presentations at national and international conferences on energy matters and on the role of civil society in the energy sector. Serve as Resident Technical Advisor by providing and proposing solutions to ordinary members of the public and corporate (especially the media) about energy, especially electricity supply problems and challenges; Serve as an Activist on all energy matters that affect ordinary citizens.**
- Present Employer 2** : **Khomanani Xcel Consulting (PTY) Ltd**
- : **Self-Employed as an Independent Consultant (own company)**
- Position** : **Managing Director**
Period : **07 June 2016 to date**
Duties : **Provision of consulting, technical and strategic advisory services to corporates, professional business coaching and mentoring services**
- Previous Employer 1** : **Southern African Youth Movement (SAYM) - NGO**
- Position** : **Chief Operations Officer (Part-time work)**
Period : **03 January 2017 to 30/09/2017**

Courses Passed	:	Human Resources; Marketing; Economics; Strategic Management; Accounting (Financial Management & Analysis); Operations Management; Group Dynamics and Strategic Golf Business Leadership Course.
Qualification 3 (NQ8)	:	Post Graduate Diploma in Mining Engineering
Institution	:	University of Witwatersrand
Year Obtained	:	2006
Courses Passed	:	Mineral Policy and Investment; Mineral Economics; Economic Geology of SA Coal; Coal Quality and Utilisation; Coal and the Environment; and Coal Extraction & Exploitation.
Qualification 4	:	B. Com Degree
Institution	:	University of Pretoria (former Vista University)
Year Obtained	:	1995
Courses Passed	:	Accounting I II III; Economics I II III; Commercial Law I II; Auditing I II; Business Management I; Statistical Methods; Income Tax and Administration of Estates III.

Other Short Courses

- > Public Sector Management, Governance & Fiscal Sustainability Techniques (Washington DC, USA)
- > Accredited Assessor – with 15 credits, Level 5, ID No. 116753 (Accreditation No. ETD9963);
- > Renewable Energy Policy Training by United States Agency for International Development;
- > Regulatory Impact Analysis: Methodology for Cost-Benefit Analysis of Regulations (Washington DC, USA);
- > PURC/World Bank International Training Program on Utility Regulation and Strategy (University of Florida, USA);
- > Practicing Leadership in a Political Environment (University of Florida, USA);
- > Managing Regulatory Reform in the Energy and Water Sectors (University of Stellenbosch);
- > AFUR Training Programme on Electricity and Water-Tariff Design
- > Advanced Business Writing;
- > Performance Budgeting and Financial Management Programme;
- > Standard Chart of Accounts Reporting within the Public Sector;
- > Project Management for Non-Project Managers;
- > Project Management in the Public Sector;
- > Coal Management and Marketing (University of Witwatersrand);
- > Coal, Coke and Carbon Materials (University of Witwatersrand); and
- > Business Process Benchmarking.

Computer Literacy

Microsoft Office	:	Outlook; Word; Excel; PowerPoint and Project. Lotus-1-2-3; QuattroPro; Word Perfect; Multimate (Word Processing); Spreadsheet Processing; Data Processing (dBase III Plus).
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SECTION A

PERSONAL DETAILS

Surname : [REDACTED]
First Names : [REDACTED]
ID Number : [REDACTED]
Nationality : South African

Postal & Res Address : Unit 38, Sunset Gardens,
39 Hefer Street, Naturena Ext. 19
JOHANNESBURG, 2095

Contact Numbers : [REDACTED]
Email: maronza97@gmail.com

Drivers License : EB (Code 08)

Hobbies : Reading, going to church, listening to music, jogging,
watching sport, travelling.

SECTION B

EDUCATION

Highest Standard Passed : Standard 10 (Grade 12)
School : Necema Commercial High
Year Completed : November 1989

TERTIARY EDUCATION

Qualification 1 : **Masters in Business Administration (MBA) Degree**
Institution : University of South Africa (Graduate School of
Business Leadership in collaboration with the Keynes
Milton University, London, UK)

Year Obtained : 2014
Courses Passed : Fundamentals of Senior Management; Strategy
Formulation; Strategy Implementation; Introduction to
Business Research; Business Research; Managing
Change; Financial Management; Financial Strategy;
Project Management; Work Study; Marketing in a
complex world. Dissertation in South African Electricity
Generation mix and its implications on climate change.

Qualification 2 : **Management Advancement Programme (MAP)**
Certificate :
Institution : Wits Business School
Year Obtained : 2008

RESUMÉ

Of.

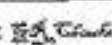


D. LANGUAGE PROFICIENCY - state 'good', 'fair' or 'poor'						
	Languages (specified)					
	ENGLISH	AFRIKAANS	TSONGA	SOThO	VENDA	ZULU
Speak	GOOD	FAIR	GOOD	GOOD	FAIR	GOOD
Read	GOOD	GOOD	GOOD	GOOD	FAIR	FAIR
Write	GOOD	FAIR	GOOD	FAIR	POOR	POOR

E. QUALIFICATIONS ² (please ignore if you have attached a CV with these details)		
Name of School / Technical College	Highest qualification obtained	Year Obtained
<i>Tertiary education (complete for each qualification you obtained)</i>		
Name of Institution	Name of Qualification	Year Obtained
PLEASE REFER TO ATTACHED CV		
Current study (institution and qualification)		

EMPLOYMENT EXPERIENCE (please ignore if you have attached a CV with these details)							
Employer (including current employer)	Post held	From		To		Reason for Leaving	
		MM	YY	MM	YY		
PLEASE REFER TO ATTACHED CV							
If you were previously employed in the Public Service, indicate whether any condition exists that prevents your re-employment						YES	NO
If yes, provide the name of the previous employing department							

REFERENCES (please ignore if you have attached a CV with these details)		
Name	Relationship to you	Tel. No. (office hours)
PLEASE REFER TO ATTACHED CV		

DECLARATION	
I declare that all the information provided (including any attachments) is complete and correct to the best of my knowledge. I understand that any false information supplied could lead to my application being disqualified or my discharge if I am appointed.	
Signature: 	Date: 12 July 2019

DPE1 | Basadzi Media & Personnel


From: [REDACTED]@gmail.com>
Sent: Friday, July 12, 2019 12:22 PM
To: DPE1 | Basadzi Media & Personnel
Subject: Director-General
Attachments: Cover Letter - DPE - DG - Ron Chauke - 12 July 2019.pdf; Certified Copies - GR Chauke.pdf; Z63 Application for Employment - DG - DPE - 12 July 2019.pdf; Just Ron's Update Resume - 2019.pdf

Good day

May you kindly consider the attached documents as my application for the advertised position of Director-General at the Department of Public Enterprises.

Your feedback would be greatly appreciated.

Regards
Ronald
0826669704

 <p> ID [REDACTED] Gender African Female Address [REDACTED] Email [REDACTED] Cell num [REDACTED] </p> <p> CERTIFICATES BSc (Eng) (UCT) ... Electrical MBA (IMC) EDP (Wits) AMP (Harvard) Construction Management Certificate (UCT) OHS Management Certificate (UCT) Digital Marketing (UCT) Energy Efficiency and Sustainability (UCT) </p>	<p> Profile: Highly experienced leader in the energy industry, having successfully led a division of over 13,000 employees both in Distribution and Customer Services for over 15 years. Has expertise in Training and Development; Infrastructure Development & Management; Operations Management and Budget Management. Recent achievements include introduction of Customer Centricity in Eskom, Improvement of technical and safety performance and optimisation of Capital Expenditure (CAPEX) and Operating Expenditure (OPEX) budgets. My skills and core competencies include division management & strategic oversight; client and stakeholder outreach; market insights; budget management; negotiation; leadership, collaboration & team building; product & sales development and communication. </p> <p> Employment History: Held various leadership roles in Eskom across the country in the 27 year-career with the company. Experience includes being a member of Executive Committee (EXCO); chairing various EXCO sub-committees and participating in Board sub-committees. Also served on four boards (Eskom Risk Industries; CSIR; SANEA and EAP) as a non-executive member and chaired the Audit & Risk Committee at CSIR. Current Audit Committee member and Chair of Performance Committee at Lesedi Local Municipality. </p> <p> Awards: 2001 Most Promising Woman ... ESKOM 2005 Executive of the Year Runner-Up ... ESKOM 2010 Special Award 2010 MW Project ... ESKOM 2014 Business Woman of the Year Award Finalist Government Category ... BWA 2017 Africa's Most Influential Women in Public Enterprises (Country, Regional and Continental Winner) ... CEO Global </p> <p> Professional Affiliations: Registered with the Engineering Council of South Africa (ECSA) as a professional engineer; Member of the following Institutions </p> <ul style="list-style-type: none"> • South African Institute of Electrical Engineers (SAIEE) • Institute of Directors (IOD)
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CURRICULUM VITAE

Year/Period	Role/Designation	Brief summary of responsibilities
1 Jan 2019 to date	<p>Executive Director: [REDACTED] Solutions (Pty) Ltd</p> <p>Director: Utility Coach (Pty) Ltd</p>	<p>I own an engineering consulting firm, which focuses on bespoke technical solutions for its clients in the Energy Industry. Service areas include general energy consulting services, energy management, property acquisition and development, business analysis, asset management, information technology solutions, infrastructure development and project management. We also provide training and development through mentorship, coaching and technical exposure.</p>
1 June 2007 to 31 Dec 2018	<p>Eskom EXCO member and Group Executive for Distribution and Customer Services Divisions</p>	<p>In heading up the Distribution and Customer Services Divisions, I was accountable for an asset base worth over R2,50bn; 18,000 employees; over 6 million customers; a budget of around R20bn (CAPEX and OPEX) and a revenue base of R185 bn. Critical in this are business governance, health and safety of assets (both employees and infrastructure) and overall business performance. From a governance point of view, we had split the Division into nine provinces in line with the provinces in the country. These provinces were managed by General Managers (GMs) who reported to me.</p> <p>As the EXCO member responsible for Distribution (DX), I operated in a governance structure that mimicked the King IV recommended structures, with additional structures that focus on operations and safety. To lay the foundation for good governance, I have a good appreciation of the Public Finance Management Act (PFMA) and the Company's Act, which govern the way we managed our business. Also, I understand the role of the board (as the shareholder representative) and how it interfaces with EXCO. More importantly and relevant for sustainability of any business, I appreciate the importance of ethical leadership and strive to live up to ethical standards all the time.</p> <p>For business operations, some of the committees that I chaired are DX EXCO; Divisional SHEQ (Safety, Health, Environment and Quality); EXCO Procurement Committee; Customer Council; etc. I was also a member of the Investment Committee of EXCO, which is a critical committee for company investments.</p>

		<p>I was also an official at Board's sub-committees such as the People & Governance Committee; Sustainability, Ethics and Social Committee and Investment & Finance Committee. As a member of the Institute of Directors, I also attended the governance course for Directors to strengthen my appreciation of good governance.</p>
<p>1 April 2004 to 31 May 2007</p>	<p>General Manager and Engineering Manager for Eskom Western Region</p>	<p>I headed Distribution's Western Region, first as the Engineering Manager and then later as the General Manager. This region was made up of the Western Cape and part of the Northern Cape Provinces. I had a about 2,000 employees in my books and over 250,000 customers that I was responsible to service. Key activities were asset management, customer servicing, technical performance, finance management and safety management.</p>
<p>1 January 1998 to 31 March 2004</p>	<p>Various middle and senior management positions in Training, Planning and Design (Eskom)</p>	<p>Having joined Eskom as an engineer-in-training, I worked my way up the organisation occupying various positions which gave me an overall view of the energy industry, with strong emphasis in the Distribution Industry. One of the roles I occupied was Technical Training which focused on training of engineers, technicians and artisans. We designed and implemented training programs in line with ECSA registration requirements, ensuring that those trainees would be eligible to register as professionals. These training programs were supported with a strong mentorship and coaching program, and were generally accredited by the relevant bodies (e.g. Energy Sector Education and Training Authority (E-SETA) at the time). I also served as the Planning Manager, accountable for infrastructure planning for growth and refurbishment. At some stage, I was the Design Manager responsible for implementing all infrastructure design projects, informed by the Masterplans developed in the planning department.</p>
<p>1 March 1992 to 31 Dec 1997</p>	<p>Engineer in training and various technical positions at Eskom</p>	<p>I joined Eskom after graduating with a B Sc in Electrical Engineering and did my training program as outlined by the Engineering Council of South Africa (ECSA). This culminated in my professional registration with ECSA, and I progressed in the organisation until I was an EXCO member.</p>

		<p>I complemented my degree with an MBA (International Management Centres); EDP (Wits) and AMP (Harvard Business School). I also have short-course certificates from UCT – OHS Management; Construction Management; Energy Efficiency & Sustainability and Digital Marketing. I have certified all my certificates and am able to share copies on request.</p>
<p>Certificates and qualifications Acronyms</p>		<p>AMP → Advanced Management Program B Sc (Eng) → Bachelor of Science in Engineering ECSA → Engineering Council of South Africa EDP → Executive Development Program MBA → Master of Business Administration OHS → Occupational Health & Safety Pr Eng → Professional Engineer</p>



UNIVERSITY OF CAPE TOWN
with which is incorporated the South African College

**Degree of
Bachelor of Science in Engineering**

We hereby certify that **AYANDA NOAH**
*was admitted to the Degree of Bachelor of Science in
Engineering in Electrical and Electronic Engineering
on* **13 DECEMBER 1989.**

TO REGISTER AN ACADEMIC PROGRAMME IN A FACULTY OF THE UNIVERSITY OF CAPE TOWN THE DEGREE OF BACHELOR OF SCIENCE IN ENGINEERING IN ELECTRICAL AND ELECTRONIC ENGINEERING WAS GRANTED TO AYANDA NOAH ON 13 DECEMBER 1989.	BY THE VICE-CHANCELLOR AND REGISTRAR OF THE UNIVERSITY OF CAPE TOWN.
---	--

2008/11/04

VICE-CHANCELLOR
 REGISTRAR

Vice-Chancellor

Registrar

THE REPUBLIC OF SOUTH AFRICA
 DEPARTMENT OF HOME AFFAIRS
 1. THIS NOTICE OF CHANGE OF ADDRESS IS ISSUED TO THE HOLDER OF AN IDENTIFICATION DOCUMENT IN TERMS OF THE IDENTIFICATION ACT, 1977 (ACT NO. 86 OF 1977) AND IS VALID FOR THE PURPOSES OF THE IDENTIFICATION ACT, 1977.

I CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF THE ORIGINAL DOCUMENT WHICH WAS HANDLED TO ME BY AUTHORITY, EXCEPT WHERE SHOWN OTHERWISE BY A SIGNATURE AND A DATE IN A BOX PROVIDED FOR THIS PURPOSE IN THE ORIGINAL DOCUMENT.

IDENTIFICATION DOCUMENT NUMBER
 [REDACTED]

NAME AND SURNAME
 [REDACTED] *CS*

NAME IN FULL
 [REDACTED]

NOTICE OF PERSONAL PARTICULARS

- Any changes to the personal particulars in your ID Book must be communicated to all relevant parties.

NOTICE OF CHANGE OF ADDRESS

- Keep the NOTICE OF CHANGE OF ADDRESS form in this pocket to report a change of address or a change in particular of your present address e.g. name of street and/or street number etc.
- Hand in at of post to the nearest regional/district office of the DEPARTMENT OF HOME AFFAIRS

I.D. No. [REDACTED]

SURNAME [REDACTED]

FORWARDED [REDACTED]

COUNTRY OF BIRTH
SOUTH AFRICA

DATE OF BIRTH [REDACTED]

DATE ISSUED [REDACTED]

ISSUED BY AUTHORITY OF
THE DIRECTOR-GENERAL
HOME AFFAIRS



HARVARD BUSINESS SCHOOL

AYANDA NOAH

HAS SUCCESSFULLY COMPLETED
THE 19TH SESSION OF

ADVANCED MANAGEMENT PROGRAM

IN WHICH WORKING
ON FINANCIAL MATTERS AND
ARE HERETO AFFIDED

[Redacted Signature Area]

[Faint text, likely a certificate or document reference]

Department of Communications and Digital Technologies

The Department of Communications and Digital Technologies is inviting applications from persons who are suitably qualified to join the Department as it strives to be the employer of choice in the Public Service and the preferred place in the ICT sector for intellectual stimulation, leadership growth and national contribution.

APPLICATIONS: Please forward your application via email to: [REDACTED] (quoting the relevant reference in the subject line).

Note: Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies not older than six (6) months of all qualification(s), and ID document. Applications received after the closing date will not be considered. e-mailed applications will be considered. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. All qualifications are subject to verification. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. All Senior Management Service appointments are subject to security clearance procedures before and after assumption of duty, declaration of financial interests within 30 days of appointment, entering into an employment contract and signing of a performance agreement. Competency assessments as well as technical exercises will be conducted for all SMS posts. Before a letter of appointment will be issued, the successful completion of the Public Service Senior Management Leadership Programme [REDACTED] as endorsed by the National School of Government available as an online course on www.[REDACTED] will be required. If you have not been contacted within three (3) months of the closing date, please accept that your application was unsuccessful. Please note that CV's submitted will be destroyed after the three (3) months period. The Department reserves the right not to make appointment(s) to the advertised post(s). Candidates, whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.

CLOSING DATE: 21 August 2020

SMS POST

POSITION: DIRECTOR-GENERAL: COMMUNICATIONS AND DIGITAL TECHNOLOGIES (5 YEAR CONTRACT)

SALARY: An all-inclusive package of R1 978 533 per annum (Salary Level 16), comprising of a basic salary (70% of package, employer's contribution to the Government Employee Pension Fund (16% of basic salary) and a flexible portion. A non-pensionable allowance equal to 10% of the annual all-inclusive remuneration package is also payable.

CENTRE: Pretoria, Hatfield

REQUIREMENTS: A comprehensive understanding of public policy, preferable in the ICT sector, and proven knowledge of the dynamics of the new converged environment. A Senior Certificate, an Undergraduate Qualification and a Post Graduate Qualification (NQF level 6) as recognized by the South African Qualifications Authority (SAQA). Applicants should have 8 to 10 years of experience at a senior managerial level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996). Advanced knowledge of South African ICT sector, its policies and how they are impacted on by global development will be an added advantage.

COMPETENCIES: Extensive knowledge of the Public Service Regulatory Frameworks, inclusive but not limited to the Constitution, Public Service Act and Regulations, Public Administration Management Act, 2014 (PAMA), the Public Finance Management Act, 1999, Supply Chain Management procedures and other relevant prescripts. Sound knowledge of the ICT regulatory environment. Sound financial and economic monitoring/analysis capabilities, and proven change management abilities. Advanced knowledge of management and service delivery

innovation, problem solving skills and analysis attributes. Be client and customer oriented and be computer literate. Excellent communication skills, both verbal and written. Analytical thinking and research skills. Strategic thinker / leader / manager who can operate at various levels and in a complex stakeholder environment. Sound knowledge of the political economy in terms of the ICT sector.

DUTIES:

Reporting to the Minister, the Director-General will be responsible for providing strategic leadership and direction in delivering the mandate of the Department. He/she will: Provide overall strategic leadership of the department to achieve the strategic goals and outcomes of the department. Act as the Accounting Officer of the department in ensuring that the resources allocated to the department are optimally used to achieve the strategic objectives of the department. Coordinate and facilitate an affordable broadband access throughout the Republic, particularly in under-served areas (rural and townships) in line with SA Connect. Coordinate and facilitate the implementation and completion of BDM. Facilitate and coordinate the development of an inclusive information society and knowledge economy through the comprehensive e-strategy. Ensure that all the State-Owned Companies (SOCs) under this department function optimally and deliver on their respective mandates and where necessary they are rationalised in line with the recommendations of the Presidential Review Committee. Facilitate and contribute to the development of modern, sustainable, competitive and affordable Postal and ICT sector in the Republic. Ensure that there are effective and integrated policies to drive the growth of this sector in South Africa.

ENQUIRIES :

[REDACTED]

CERTIFICATE OF COMPLETION

PURC Leadership Workshop



has completed *Practicing Leadership in a Political Environment*

June 25, 2011, Gainesville, Florida USA

A handwritten signature in cursive script, appearing to read "Mark A. Jamison".

Mark A. Jamison
Director, Public Utility Research Center,
University of Florida

UF | Public Utility Research Center
UNIVERSITY OF FLORIDA

SUID AFRIKAANSE POLISIERS
STATION COMMANDER
2017-07-23
CLIENT SERVICE CENTRE
HILLBROW
SOUTH AFRICAN POLICE SERVICE

has completed
NAME: [Redacted]
NAME IN FULL: [Redacted]
[Handwritten signature]
[Handwritten text]

CERTIFICATE OF COMPLETION


PURC / World Bank
International Training Program
University of Florida



has completed the *PURC / World Bank International Training Program on Utility Regulation and Strategy*

June 13-24, 2011, Gainesville, Florida USA

Continuing Education Units (CEUs) earned: 7 Total Contact Hours: 70


Mark A. Jamison
Director, Public Utility Research Center,
University of Florida

STATION COMMANDER
2017-07-23
CLIENT SERVICE CENTER
HILLARON
SOUTH AFRICAN POLICE SERVICE

UF

NAME: _____
TITLE: _____
NAME: _____



1-2011
copy

Certificate of Achievement

is awarded to

[REDACTED]

In Recognition of Successfully Completing the Program Requirements for

Regulatory Impact Analysis: Methodology for Cost-Benefit Analysis of Regulations

July 30 - August 10, 2012

Washington, DC



Thomas H. White

Thomas H. White

Director

The Institute for Public- Private Partnerships (IP3)

1611 North Kent St, Arlington, VA 22209



IP3 is authorized by LACEET to offer
6.0 CEU's for this program

2017-07-23
CLIENT SERVICE CENTER
RILANDON
SOUTH AFRICAN POLICE SERVICE

IN RECOGNITION OF SUCCESSFULLY COMPLETING THE PROGRAM REQUIREMENTS FOR
REGULATORY IMPACT ANALYSIS: METHODOLOGY
FOR COST-BENEFIT ANALYSIS OF REGULATIONS
JULY 30 - AUGUST 10, 2012
WASHINGTON, DC

[Handwritten signature]
201207
[Handwritten initials]



Certificate of Achievement

is awarded to

[REDACTED]

In Recognition of Successfully Completing the Program Requirements for

Public Sector Management, Governance & Fiscal Sustainability
Techniques

April 6-17, 2015
Arlington, VA, USA



IP3 is authorized by IACET to offer
6.0 CEU's for this program

[Handwritten signature]
MORNING
BY
[Handwritten signature]

David Baxter
Director

The Institute for Public-Private Partnerships (IP3)

1320 N Courthouse Road, Suite 500, Arlington, VA 22201



VISTA
UNIVERSITY



STATION COMMANDER
2017-07-23
CLIENT SERVICE CENTRE
HILLBROOK
SOUTH AFRICAN POLICE SERVICE

This is to certify that the three-year degree

**BACCALAUREUS
COMMERCI (BCom)**

NAME	
NO.	
DATE	
ISSUED BY	
REMARKS	
APPROVED BY	
DATE	

[Handwritten Signature]
7/12/2017

was conferred this day at a
congregation of the University
upon

after complying with the provisions of the Act,
Statutes and Regulations of the University

L. J. Bantjes
VICE-CHANCELLOR

Proctor
Republic of South Africa

1 April 2015

Document Number
029209784 0210694

[Handwritten Signature]
REGISTRAR



STATION COMMANDER
2017-07-23
CLIENT SERVICE CENTRE
HILLCROFT
SOUTH AFRICAN POLICE SERVICE

RECEIVED BY: [Signature]
NAME OF DEPARTMENT: [Signature]
NAME IN PRINT: [Signature]

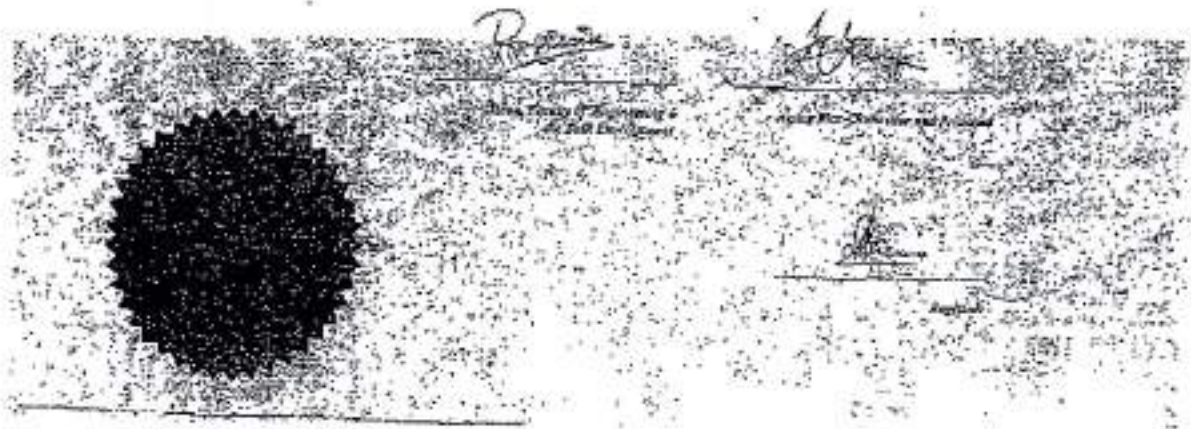


UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG

This is to Certify that
on 16 May 2006



having satisfied the requirements
is hereby granted the
Graduate Diploma in Engineering
Mining Engineering





Certificate of Competence

UNIVERSITY OF THE WITWATERSRAND
JOHANNESBURG

FACULTY OF COMMERCE, LAW & MANAGEMENT

GRADUATE SCHOOL OF
BUSINESS ADMINISTRATION

MANAGEMENT ADVANCEMENT
PROGRAMME



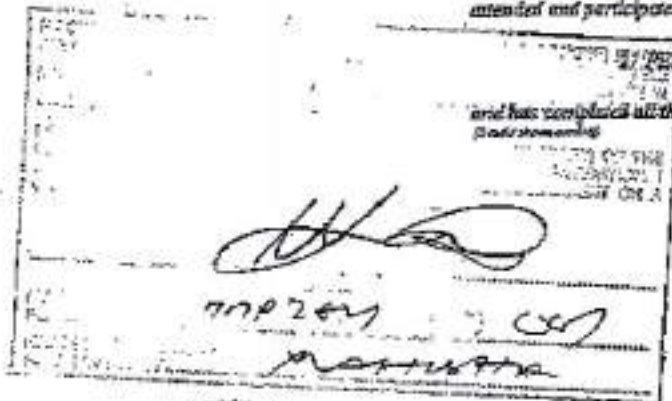
This is to certify that

[Redacted Name]

attended and participated in the Programme during the period

15 FEBRUARY - 21 SEPTEMBER 2006

and has completed all the requirements prescribed for the programme



[Redacted Signature]

Director

[Redacted Signature]

Dean

Date: 16 December 2006



CURRICULUM VITAE

[REDACTED] (Member Institute of Directors)

Black South African Citizen Female

ID No: [REDACTED]

[REDACTED]
[REDACTED] Johannesburg

Cell: [REDACTED]

Email: [REDACTED]

BRIEF PROFILE

Miss [REDACTED] is a seasoned business executive with combined sixteen years work experience in areas of Corporate Strategy, Business Systems Implementation (ISO 9001:2008), Big Capital Project Financing (compliance and monitoring), Corporate Governance, and Financial Management. She also has ten years governance experience that she gained whilst serving in various Boards, Audit and other Committees, Rental Tribunal and lately a Regulating Committee member for ACSA and ATNS. This is coupled with good research and analytical skills, in macro – economics and finance. She is also passionate about good corporate governance practices, with emphasis on leadership effectiveness and business system improvements.

Academically she holds a Post Graduate Diploma in Business Administration (PD&A) from the University of Pretoria's Gordon Institute of Business Science (Gibs), BCOM- Accounting and she is also a qualified Banker with CAIB (SA) from the Institute of Bankers of South Africa, specializing in Risk Management and Management of Credit Risk. She is also a registered Business Accountant in Practice with the Southern African Institute for Business Accountants. She also has a Corporate Governance course (Board Level) from the Institute for Chartered Corporate Secretaries Southern Africa (ICSA). She has also studied towards an MBA at Gibs which she did not complete.

QUALIFICATIONS

Name of Institution:	University of Johannesburg
Status:	Currently Studying
Qualification:	Masters – Industrial Policy Development (Year 1 of 2)
Name of Institution:	Institute of Chartered Secretaries – South Africa
Status:	Currently Studying
Qualification:	Chartered Company Secretary
Courses:	(i) Corporate Governance - Passed (ii) Corporate Administration – Passed (iii) Corporate Secretariat ship, - Writing in October 2017 (iv) Corporate Financial Management - Writing October 2017
Name of Institution:	University of Pretoria's Gordon Institute of Business Science (Gibs)
Status:	Incomplete
Qualification:	MBA
Courses Passed:	(i) Corporate Finance (ii) Financial Accounting, (iii) Management Accounting, (iv) Macro Economics, (v) Human Behavior and Performance in South Africa,

- (vi) Information and Knowledge Management,
- (vii) Value Chain Management

Name of Institution: University of Pretoria's Gordon Institute of Business Science (Gibs)
Completed: December 2010
Qualification: Post Graduate Diploma in Business Administration [NQF Level 8]
Courses:

- (i) Economics-Prices & Markets
- (ii) Financial Accounting
- (iii) Human Resource Strategies,
- (iv) Information & Knowledge Management,
- (v) Innovation & Design,
- (vi) Integrating Structures & Processes (Business Strategy).
- (vii) Macro-Economics,
- (viii) Management Accounting,
- (ix) Marketing,
- (x) Operations Management,
- (xi) Organizational Behaviour,
- (xii) Personal & Organizational Effectiveness.

Name of Institution: Institute Of Bankers South Africa
Completed: 2001
Qualification: Certificated Associate of the Institute of Bankers (SA) - CAIB (SA)
Courses:

- (i) Conflict Resolution,
- (ii) Creativity, Innovation and change.
- (iii) Financial Concepts,
- (iv) Management of Credit Risk,
- (v) Managing Diversity,
- (vi) Practical Law of Bankers,
- (vii) Principles of Marketing,
- (viii) Problem Solving Skills,
- (ix) Property Finance,
- (x) Relationship Marketing,
- (xi) Risk Management,
- (xii) Supervisory Management,
- (xiii) Team Effectiveness

Name of Institution: University Of Transkei
Completed: 1999
Qualification: Bcom - Accounting
Courses:

- (i) Financial Accounting 1 to 3,
- (ii) Taxation 1,
- (iii) Business Management 1,
- (iv) Commercial Law 1 & 2,
- (v) Managerial Accounting and Finance 1,
- (vi) Statistics1,
- (vii) Business Information Systems 1, (viii) Economics 1.

Name of Institution: University Of Natal
Completed: 2006
Qualification: Customer Service Diploma

Name of Institution: University of South Africa
Completed: 2002
Courses: Auditing theory and practice

Last School Attended: Nyangilizwe High School
Period: 1993 – 1995
Highest Standard Passed: Matric
Subjects: (i) English, (ii) Xhosa, (iii) Biology, (iv) Physical Science, (v) Mathematics
 (vi) Geography

WORK EXPERIENCE – BOARDS AND AUDIT COMMITTEES

CURRENT POSITIONS HELD

Name of Employer: Department of Transport
Date: 01 April 2016 to 31 March 2019
Position: Regulatory Committee Member
 Regulating ICASA & ATNS
Reporting to: National Minister Transport Department

Name of Employer: National Department of Human Settlements
Date: 13 July 2016 to 31 July 2019
Position: Board Member – Estate Affairs Board
 Chairperson - Finance & Investment Committee
 Member –Audit & Risk Committee; HR and Remuneration Committee
Reporting to: National Minister Department of Human Settlements

Name of Employer: South African National Parks (SANPARKS)
Date: 01 April 2015 to 31 March 2018
Position: Board Member
 Audit and Risk Management Committee Member
 Remuneration Committee Member
Reporting to: National Minister Environmental Affairs

Name of Employer: South African Heritage Resource Agency (SAHRA)
Position: Council Member
Date: 01 July 2016 to 30 June 2019

Name of Employer: Sol Plaatje Municipality
Date: 01 September 2014 to 30 August 2017
Position: Member: Audit, Risk & Performance Management Committee
Reporting to: Municipality Council

PAST GOVERNANCE POSITIONS HELD

South African Heritage Resource Council (SAHRA)	1. Audit Committee Member 2. Chairperson Risk Management Committee	1. 1 July 2013 to 31 July 2016 2. 1 August 2014 to 30 September 2016
Finance and Fiscal Commission of South Africa	Audit, Risk and Performance Committee Member	01 April 2010 to 31 March 2013

National Department of Human Settlement	Board Member – Section responsible for the implementation of the Home Loan and Mortgage Disclosure Act (HLAMDA)	01 April 2010 to 31 March 2013
Mpumalanga Department of Human Settlement	Board Member and Tribunal Member	1 July 2010 to 31 July 2013
Albert Luthuli local municipality	Audit, Risk and Performance Committee Member	1 July 2006 to 31 July 2008
National Home Builders Regulatory Council (NHBC)	Fund and Finance Advisory Board Committee of NHBC	1 August 2006 to 30 September 2008

CORPORATE CAREER HISTORY SUMMARY

Company Name	Position held	Experience	Duration	Reason for leaving
Eskom Holdings SOC Office of the Company Secretary	Governance Project Manager	Corporate Governance, Committee Secretariat Work and Corporate Governance and Compliance Advisor.	1 January 2015 to 30 April 2015	Better career opportunities arose-Appointed as A Regulating Committee Member for ICASA & ATNS.
Change Management Project	Project Secretariat for the Change Management Stream	Committee Secretariat Work and Corporate Governance and Compliance Advisor.	1 January 2014 to 30 April 2015	Secondment period expired
Eskom Enterprise Development Organisational Strategy Department	Senior Advisor Organisational Strategy	Strategy development, implementation and monitoring and evaluation. Scenario Development. Business Systems Development and Implementation	01 October 2011 to 30 April 2015	Better career opportunities arose.
Eskom-Treasury Corporate Division	Advisor: Risk and Portfolio Management	Project Finance portfolio management, Risk, Compliance and liquidity management	01 June 2008 to 30 September 2011	Better career opportunities arose.
Eskom-Generation Division	Management Accountant	Financial Management, Compliance and Financial Reporting.	01 February 2006 to 30 May 2008	Better career opportunities arose. Moved to Corporate Treasury
Eskom-Distribution Division	Customer Executive	Business Customer and Revenue Management.	01 December 2004 to 31 January 2006	Better career opportunities arose. Moved back to Finance

Eskom-Distribution Division	Graduate In Training	Trained in all key financial accounting functions	01 December 2002 to 30 August 2004	Training period was completed.
ABSA Bank now Barclays Bank	Credit Analyst	Analysing and advising on credit risk on business lending applications	01 April 2000 to 30 November 2002	

ADDITIONAL TRAINING

- **Institute of Chartered Secretaries Southern Africa:** The Role of Company Secretary.
- **The Institute of Directors South Africa** attended training on Audit and Risk Committee, effectiveness.
- **University of Cape Town, Graduate School of Business** attended an "Economic Regulation for Energy Sector"
- **University of Pretoria's, Gordon's Institute Business School (GIBS)** attended a course on "Scenario Planning"

REFERENCES

1. [REDACTED]
Chairperson Estate Agency Affairs Board
Cell: [REDACTED]
Email: [REDACTED]
2. [REDACTED]
Financial Risk Management Specialist
Cell: + [REDACTED]
Email: [REDACTED]
3. [REDACTED]
Eskom Holdings Ltd
Executive Manager Systems & Projects Delivery
Tel: [REDACTED]
Cell: [REDACTED]
Email: [REDACTED]
4. [REDACTED]
Risk Management Specialist
Cell: + [REDACTED]
Email: [REDACTED]
5. Advocate [REDACTED]
Member – Mpumalanga Tribunal and in private practice
Cell: + [REDACTED]

Unit 36
Sunset Gardens, Hefer Street,
Naturena Extension 19
JOHANNESBURG
2195
12 July 2019

The Department of Public Enterprises
Attention: The HR Practitioner
PRETORIA

Dear Sir/Madam

**RE: APPLICATION FOR EMPLOYMENT – DIRECTOR-GENERAL – REF. NO.
DPE/2019/010**

May you kindly consider the attached resume for the aforementioned position as advertised in The Sunday Times Business Times Careers dated 07/07/2019. I am a mature professional with more than 20 years practical experience from both strategic and technical perspectives acquired from various sectors.


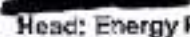
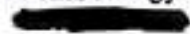
I possess practical experience and have been exposed in the fields such as national budget process, project finance, public finance management, energy sector specialist, construction, corporate governance, risk, supply chain management, human resource and operations management, business process re-engineering, research, policy and strategy development and implementation thereof, budgeting, cost control, economic & technical regulation, compliance monitoring and enforcement, financial analysis, economic and market research, programme & project management, etc.

I have been serving in two boards of two national associations for a combined period of 8 years, namely, the Fossil Fuel Foundation of Southern Africa and the South African National Energy Association.

I am also a professional Coach and Mentor as well as an accredited Assessor and Moderator.

I am capable of working effectively under pressure and can operate at all levels including board and ministerial advisory, Parliament and international bodies such as the World Bank, International Monetary Fund, G20 countries and continental bodies.

Yours sincerely



Head: Energy Portfolio @ OUTA


- Lead Member of NERSA at the South African Energy Association – March 2005 to 30 Sept 2015;
- Member of the South African Bureau of Standards on Low smoke fuels – August 2003 to Feb 2005; and
- Member of the SAMREC – JSE, Mining Task Team on codes of reporting – July 2003 to February 2005.

SECTION F

REFEREES

1. [REDACTED] Senior Manager, Board Secretariat @ NERSA (ex-supervisor) -
Tel: [REDACTED] Email: [REDACTED]
2. Mahesh Fakir – Chief Executive Officer of the National Ports Regulator (former
supervisor) – Tel: [REDACTED] - Email:
info@portsregulator.org and/or [REDACTED]
3. [REDACTED] – Senior Manager at SANERI (ex-supervisor) - Tel: [REDACTED]
[REDACTED] – Email: [REDACTED]
4. [REDACTED] Executive Manager (ex supervisor) – Tel: [REDACTED]
[REDACTED] 471 – Email: [REDACTED]
5. [REDACTED] – Executive Director (CEO) – Southern African Youth
Movement (NGO) – Tel: [REDACTED]
6. [REDACTED] – OUTA: Chief Operating Officer, current supervisor - Tel: [REDACTED]
[REDACTED] or email: [REDACTED]
7. [REDACTED] – OUTA: CEO – Tel: [REDACTED] email –
[REDACTED]

3. Authored a published article in the NERSA Quarterly Journal on "Paradigm shift in Regulatory Policies within the Electricity sector" – the global perspective - 2005.
4. Seconded to work in the Office of the Board Member: Petroleum Pipelines Regulation due to exceptional performance as a Policy Researcher in the energy sector – October 2005.
5. Recognized representative of National Treasury in Forums of engagement – i.e. Conferences; Workshops; Seminars – always invited as Speaker – ongoing basis.
6. Minister of Finance gave positive written remarks about the contributions I make to the national policy development framework through constructive inputs into the compilation of Cabinet Memoranda for the Minister's use at Cabinet on various policy development options during Committee meetings – during 2008.
7. Positively influencing the national energy policy direction and witness many of my inputs being approved by Cabinet without questioning due to way in which the details and analysis was comprehensively outlined with recommended alternative courses of action.
8. Successfully represented South Africa in the G-20 international committee on energy subsidies and was instrumental in the establishment of the G-20 Energy Working Group.
9. Successfully represented South Africa and National Treasury by presenting and giving media interviews at both local and international conferences without bringing the country into disrepute.
10. Delivered presentations at ±35 national and international conferences.

SECTION E

MEMBERSHIP(S)

- Regional Energy Regulators' Association – Chair of Technical Regulation subcommittee between 01/04/2012 to 30/09/2015
- Board Member of the Fossil Fuel Foundation of Southern Africa from – October 2004 to date;
- Lead representative of South African Government via the Ministry of Finance at the G20 conventions, especially on energy policy and regulation matters – May 2009 to 30/09/2010;
- South African Grid Code Advisory Committee – lead member of NERSA – 10/10/2010 to 30/09/2015;
- Industry Expert Team – lead member of NERSA since October 2010 to 30/09/2015;
- Member of the IDTT, Inter-Ministerial Committee on Energy – serve in the working groups dealing with the Country Plan, EEDSM, EDI Restructuring, Effect on the poor, Renewables, etc.
- Lead Member (National Treasury rep) in the South African National Energy Association;
- Lead Member (NT) of the National Electricity Emergency Response Team (NERT) and its Working Groups since January 2008 to 2010;
- Lead National Treasury representative in the Task Team aimed at developing and implementing a turn-around strategy for the South African Broadcasting Corporation (SABC) since May 2009 to 30/09/2010 and the Broadcasting Digital Migration National Working Group;
- Tradeable Renewable Energy Certificates (TREC) National Task Team – June 2007 to 2010;
- South African Wind Energy Programme (SAWEP) National Task Team – February 2008 to 2011;
- Council Member of the Fossil Fuel Foundation of Southern Africa – June 2003 to date;
- Member of the National Task Team on the provision of Free Basic Services – March 2005 to 2011;

compliance by the petroleum licensees by ensuring that they comply with the license conditions; management of consultants; compile submissions and write reports about findings as well as making presentations to various audiences.

Reason for leaving : Resigned - Offered better employment opportunity at the National Treasury.

SECONDMENT

Acting Researcher: Petroleum Pipelines

Duties : Desktop research, policy analysis and discussion/ or position papers for decisions on:
a) Licence application, rules, requirements and conditions,
b) Access and dissemination of information for tribunals/ public hearings,
c) Compile reports and write submissions to management and make presentations thereon; and
d) Undertake regulatory responsibilities of the Regulator Members versus performing Secretariat duties

Period : 10 October 2005 – 15 April 2006

Previous Employer 6 : **National Electricity Regulator (NER)**

Position : **Policy Researcher**
Period : 01 March 2005 – 09 October 2005
Duties : Policy formulation, monitoring and analysis. Conduct research and write articles (includes publication in the NER Quarterly Journal).

Issues engaged in : Drafted Procurement Management Policy; National Free Basic Services Task Team member; Draft Free Basic Electricity regulation policy; Drafted the NERSA Cellular phone policy; Drafted Asset Management Policy; Undertook various policy reviews and legislation. Evaluated the EEDSM policy; and Stakeholder Policy Input Report on Eskom multi-year price determination; presentations; compile reports and submissions for consideration by the Management Committee (ManCo) and the NERSA Board.

Reason for leaving : Seconded to the Office of the Board Member responsible for the national regulation of the petroleum pipelines industry.

Previous Employer 7 : **Department of Minerals and Energy (DME)**

Position Manager) : **Principal Energy Officer (Programme/Project**
Period : 06 June 2003 to 28 February 2005
Duties : Project management; draw project specifications (Terms Of reference; enforce BEE compliance by service providers/consultants; project monitoring and evaluation; project site inspections; serve as Project Manager for Coal Discard and Coal Resources and Reserves Inventory; Carbon sequestration In South Africa; serve as Committee Administrator for various National Steering Committees established for project implementation purposes; managed own budget worth R28,4 million and ±150 part-time project staff complement; contract and procurement management; policy analysis and implementation of approved interventions; make presentations as part of the stakeholder management process; compile submissions and write comprehensive reports for utilization by management.

Reason for leaving : Resigned - Received a better offer at a NERSA for a higher position

Previous Employer 8

Transnet Limited (trading as Spoornet)

Position : **Assistant Manager (Level 610 – Middle management)**
Period : 02 February 1995 to 05 May 2000
Duties : Undertaking market research and competition analysis; conduct benchmark studies with international railroads; spot market analysis; price analysis; contract management; making presentations to management and various stakeholders; undertake market segmentation modeling; give input to the strategic planning and business planning process; sectoral scanning; industry analysis; play an integral role in the next week business planning for the general coal freight business and the export business; developed a database on rail rate (export line) historical trends; compilation of submissions and report writing.

SECTION D

CAREER HIGHLIGHTS (ACHIEVEMENTS)

1. Mentoring and Coaching Young/Emerging Entrepreneurs – The Innovation Hub Mentorship Programme since 2012 to date.
2. Best Project Manager of the Year – received a Rising Star Award from the Minister of Minerals and Energy for exceptional performance – December 2004.

**SUMMARY PROFILES OF ICASA COUNCIL NOMINEES
(OCTOBER 2019)**

Candidate 1

Name: [REDACTED]

Sex: Male

Age: 41

Qualifications: B. Com (Law) (current); B.Tech in Journalism; National Diploma in Journalism; Certificate in Multimedia Management; Certificate in Multi-Cultural Leadership Foundation

Occupation: Managing Director

Companies worked for: HUNDREDflowers Integrity and Reputation Management; Reputegrity Compliance and Ethics Solutions, NTP Radiosotopes; Department and Ministry of Public Enterprises, Department of Agriculture, Forestry and Fisheries, Walter Sisulu University; Northern Cape Department of Economic Development, Tourism and Conversation.

Board Membership: None

Nominated by: [REDACTED]

Candidate 2

Name: [REDACTED]

Sex: Male

Age: 45

Qualifications: Senior Education Diploma, BA, BA Honours, Advanced Management Programme, Certificate in Labour Relations, MA (Afrikaans), Masters in Business Administration, Doctor of Philosophy in Business Administration.

Occupation: Governance and Intergovernmental Relations Manager

Companies worked for: Metsimaholo Local Municipality, North West University, Free State Department of Education, Clicks Store, Vista University

Board Membership: None

Nominated by: [REDACTED]

Candidate 3

Name: [REDACTED]

Sex: Male

Age: 45

Qualifications: B. Proc

Occupation: Legal and Policy Advisor

Companies worked for: Independent Communications Authority of South Africa, Department of Communications, Edward Nathan Sonnenbergs

Board Membership: None

Nominated by: Nathan Oliphant

Candidate 4

Name: [REDACTED]

Sex: Male

Age: 45

Qualifications: Master of Business Administration, Master of Science in Electronics, Master of Science in Electrical Engineering, Bachelor of Science Honours, Bachelor of Commerce, Bachelor of Science (Computer Science and Information Systems), Bachelor of Science (Mathematics, Computational and Applied Mathematics), Postgraduate Diploma in Computer Auditing, Diploma in Network Security Workshop, Diploma in Datametrics (Computer Science)

Occupation: Chief Risk Officer

Companies worked for: Central University of Technology, International Business Research (Pty) Ltd, Chemical Industries Education and Training Authority(CHIETA), State Information Technology Agency (Pty) Ltd, Electronic Communication Security (Pty) Ltd, Department of Finance and Economic Development, National Intelligence Agency, Council for Scientific and Industrial Research.

Board Membership: South African Special Risk Insurance, Trans-Caledon Tunnel Authority

Nominated by: [REDACTED]

Candidate 5

Name: [REDACTED]

Sex: Male

Age: 44

Qualifications: Postgraduate Diploma in Labour, Bachelors in Management and Leadership, Executive Management Development Programme

Occupation: Director

Companies worked for: Department of Roads and Public Works, Department of Economic Development & Tourism, Northern Cape Gambling Board, ABSA, All Pay and Telkom.

Board Membership: None

Nominated by: [REDACTED]

Candidate 6

Name: [REDACTED]

Sex: Male

Age: 55

Qualifications: Master of Business Administration and Mechanical Engineering (African History)

Occupation: Managing Director

Companies worked for: Novelto Projecys and Dot Advisors, Nedbank Capital, Emergia Solutions, Barnad Jacobs Mellet, M-Net, MutlichoiceSA, Boumat Ltd, Eskom

Board Membership: Previously served on HFR and NEMISA Boards

Nominated by: [REDACTED]

Candidate 7

Name: [REDACTED]

Sex: Male

Age: 46

Qualifications: National Diploma in Analytical Chemistry, Diploma in Youth Development, Leadership Development Programme, Digital Multimedia Management and Regulation and Public Sector Corporate Governance

Occupation: Managing Director

Companies worked for: Khabu Solutions, Buffalo City Development Agency, Aspire, Nelson Mandela Institute, CKI FM

Board Membership: Aspire

Nominated by: [REDACTED]

Candidate 8

Name: [REDACTED]

Sex: Male

Age: 62

Qualifications: BA in Political Science, History and Psychology, BA Honours in Political Science, Master's Degree in International Relations, Master's Degree in South Africa Political Economy.

Occupation: Retired

Companies worked for: Eskom, Microsoft, Parliament of South Africa, Department of Education

Board Membership: Information Technology Association of South Africa

Nominated by: [REDACTED]

Candidate 9

Name:

[REDACTED]

Sex:

Male

Age:

67

Qualifications:

Master of Business Leadership, B.Sc. Honours in
Computer Science, B.Sc. in Computer Science

Occupation:

Co-Founder and Director

Companies worked for: Grey Matter Consulting (Pty) Ltd; Department of
Defence; Department of Justice and Constitutional
Development; Siemens IT Solutions and University
of Pretoria.

Board Membership:

None

Nominated:

[REDACTED]

Candidate 10

Name:

[REDACTED]

Sex:

Female

Age:

42

Qualifications:

Bachelor of Business Science and Matric.

Occupation:

Chief Operations Officer

Companies worked for: RE/MAX of Southern Africa, Z-Capital Group, Lizizi
Consulting, Accenture (UK&SA)

Board Membership:

Estate Agency Affairs Board, RE/MAX Southern
Africa and Better Life Group

Nominated by:

[REDACTED]

Candidate 11

Name:

[REDACTED]

Sex:

Male

Age: 25

Qualifications: Matric

Occupation: Presidential Commission on 4IR

Companies worked for: Presidency, Invest in Future Currency, NDA
Logistics, Foodz Holdings, NDA Media

Board Membership: Presidential Commission on 4IR

Nominated by: [REDACTED]

Candidate 12

Name: [REDACTED]

Sex: Female

Age: 48

Qualifications: Master's Degree in Fine Arts and Matric

Occupation: Consultant / Managing Director/Lecturer

Companies worked for: Big Fish Film School, RIA Reputation Insight
Agency, Parliament of RSA

Board Membership: Media Development and Diversity Agency

Nominated by: [REDACTED]

Candidate 13

Name: [REDACTED]

Sex: Male

Age: 58

Qualifications: Master of Arts in Development Economics, Bachelor of Arts
in Economics, Diploma in Business Administration (Accounting) and Matric.

Occupation: Commissioner

Companies worked for: National Planning Commission, Public Protector,

ICASA, Black Management Forum, National Gambling Board, Minister of Labour, Department of Science and Technology, DBSA, TelkomSA and FNB

Board Membership: National Planning Commission, Statistics South Africa, National Library of South Africa, National Heritage Council.

Nominated by: [REDACTED]

Candidate 14

Name: [REDACTED]

Sex: Male

Age: 48

Qualifications: Bachelor of Education Honours, Higher Education Diploma, Senior Teacher's Diploma and Metric

Occupation: Deputy Director

Companies worked for: Western Cape Education Department and False Bay TVET College.

Board Membership: None

Nominated by: [REDACTED]

Candidate 15

Name: [REDACTED]

Sex: Female

Age: 35

Qualifications: Diploma in Information Technology, Diploma in Project Management, Diploma in Payrol, Microsoft Certified Information Technology Professional

Occupation: Managing Director

Companies worked for: Sigma IT, 3H Consulting Services.

Board Membership: None

Nominated by: [REDACTED]

Candidate 16

Name: [REDACTED]

Sex: Female

Age: 46

Qualifications: Bachelor of Science, ND Electrical Engineering, Certificate in Financial Management, Masters of Management in ICT Policy and Regulation

Occupation: Not clear on CV

Companies worked for: TFR Training Institute, Telkom, Ziko Business Solutions, Transnet, ICASA, Transel and SATRA

Board Membership: None

Nominated by: [REDACTED]

Candidate 17

Name: [REDACTED]

Sex: Female

Age: 65

Qualifications: Bachelor Degree in Public Administration and Master's in Business Administration.

Occupation: Not clear on CV

Companies worked for: Naledi Local Municipality, National Department of Public Works, Mmabatho Regional Office

Board Membership: Consumer Court in Mahikeng and North West Names Committee

Nominated by: [REDACTED]

Candidate 18

Name: [REDACTED]

Companies worked for: Amazotsho Investment Holdings, Department of Transport, Ministry of Transport, Ministry of Higher Education and Training, Schloss Consulting, Local Government Sector Education and Training Authority, Smile Communications, Eclipse Multiplay and Electronic Communication Security

Board Membership: Engineering Council of South Africa and Amazotsho Investment Holdings

Nominated by: [REDACTED] SACF

Candidate 56

Name: [REDACTED]

Sex: Female

Age: 60

Qualifications: Bachelor of Social Science, Bachelor of Social Science Honours Degree and Matric

Occupation: Commissioner

Companies worked for: Public Service Commission, South African Broadcasting Corporation, Department of Communications, Commission on Gender Equality, University of Natal and Speak Women's Magazine

Board Membership: Public Service Commission

Nominated by: Commissioner [REDACTED]

Candidate 57

Name: [REDACTED]

Sex: Male

Age: 42

Qualifications: Master of Business Administration, Professional Certificate in Chief Information Officer Practice, Certified Information Systems Security Professional, National Diploma in Software Development and Matric.


Occupation: Group Chief Information Officer and Chief Digital Officer

Honours in Accounting, Postgraduate Diploma in International Tax and M. Com
in SA and International Tax.

Occupation: Managing Director/Regional Director

Companies worked for: FD Centre, Gioberti Investments, Emfuleni
Voerkrale (Pty) Ltd, The Lamb Shack (Pty) Ltd, Citigroup, FirstRand Banking
Group

Board Membership: South African Diamond and Precious Metals Regulator,
Manufacturing, Engineering and Related Services SETA, Metsimaholo Local
Municipality and National Museum.

Nominated by: 

Candidate 54

Name: 

Sex: Female

Age: 44

Qualifications: Master of Business Leadership, Master of Philosophy in
Economic Policy, Bachelor of Social Science Honours in Economics, Bachelor
of Social Science and Matric.

Occupation: Manager

Companies worked for: Competition Commission South Africa, Department
of Education and Department of Public Enterprises.

Board Membership: None

Nominated by: National Association of Broadcasters

Candidate 55

Name: 

Sex: Male

Age: 42

Qualifications: Master in Business Administration, National Diploma in
Electrical Engineering and Matric.

Occupation: Executive Chairman

Companies worked for: Prosterpaint Manufacturing, CyberCure Information Security, Gauteng Department of cooperative Governance and Traditional Affairs, Wolfpack Information Risk, First National Bank, Comastone IS, Hardwarecare IT Solutions and Accenture.

Board Membership: None

Nominated by: [REDACTED]

Candidate 58

Name: [REDACTED]

Sex: Male

Age: 46

Qualifications: Master in Management in Public Policy and Regulation Management and Postgraduate Degree in Telecommunications, media and ICT Policy for Development.

Occupation: General Manager

Companies worked for: SAP University Alliance, Department of Science and Technology, Forge Ahead, OSISA and Wits University

Board Membership: Action Aid South Africa

Nominated by: [REDACTED]

Candidate 59

Name: [REDACTED]

Sex: Male

Age: 72

Qualifications: Bachelor of Science in Electrical Engineering, Datametrics Diploma and Matric

Occupation: Consultant in Telecommunications Wireless Solutions

Companies worked for: Tellumat Integrated Solutions and Eskom Holdings

Board Membership: None

Nominated by: [REDACTED]

Candidate 60

Name: [REDACTED]

Sex: Female

Age: 48

Qualifications: Doctor Technologiae in Business Administration, Master Legum in Human Rights, LLB and B.Juris

Occupation: Legal and Governance Practitioner

Companies worked for: UNISA, National Consumer Tribunal, Aviva Business Consulting, Public Protector South Africa, National Department of Transport, SASSA, Central University of Technology and Bloemfontein Bar.

Board Membership: International Association of Certified Fraud Examiners Advisory Council, Road Accident Fund, South African Institute of Drug-Free Sport, Aviva Business consulting

Nominated by: [REDACTED]

Candidate 61

Name: [REDACTED]

Sex: Female

Age: 64

Qualifications: PhD in Public Affairs: Policy Development and Implementation, M.Sc. in Science Education, B.Sc, Certificate in Management of Training Institutions, Certificate in Training Policy and Curriculum Design and Certificate in Project Management

Occupation: Managing Director

Companies worked for: Real African Works Industries (Pty) Ltd, Ingcaphephe Metallurgical Services, Onderstepoort Biological Products, Safety and Security Seta, South African Qualifications Authority and Kovolevo Consulting.

Board Membership: South African Qualifications Authority Board and DTI Special Development Zones

Nominated by: [REDACTED]

Candidate 62

Name: [REDACTED]

Sex: Male

Age: 67

Qualifications: National Diploma for Technicians, National Higher Diploma in Management Practice and Matric

Occupation: Independent Consultant

Companies worked for: Linden Petzer Consulting, Department of Telecommunications and Postal Services and South African Council for Space Affairs.

Board Membership: Not clear on CV

Nominated by: National Association of Broadcasters

Candidate 63

Name: [REDACTED]

Sex: Male

Age: 50

Qualifications: BA Honours in Economics, BA in Mathematics and Economics and Matric

Occupation: Not clear on CV

Companies worked for: National Consumer Commission, Development Bank of Southern Africa and ICASA

Board Membership: None

Nominated by: Self-Nomination

Candidate 64

Name: [REDACTED]

Sex: Male

Age: 52

Qualifications: National Diploma in Data Processing Management, CIO Certificate, Leadership Advancement Programme and Certificate in Project Management

Occupation: Managing Director / Founder

Companies worked for: BLR Business Consulting, Vula Investment Holdings, Ndizani, Kusile Computers, Group 5 Roads

Board Membership: None

Nominated by: 

Candidate 65

Name: 

Sex: Male


Age: 79

Qualifications: Doctor of Philosophy, Master's Degree and Diploma in Chartered Society of Physiotherapy.

Occupation: Honorary President

Companies worked for: South African National Council for the Blind, South African Disability Development Trust

Board Membership: South African Breweries - Trustee

Nominated by: 

Candidate 66

Name: 

Sex: Male

Age: 74

Qualifications: M. Engineering in Electronics, B.Sc Honours Degree in Electrical Engineering and B.Sc in Electrical Engineering.

Occupation: Consultant in the Telecommunications sector

Companies worked for: Independent Communications Authority of South Africa, Kapele Telecommunication Network, Motorola, Sentech and CSIR.

Board Membership: None

Nominated by: [REDACTED]

Candidate 67

Name: [REDACTED]

Sex: Female

Age: 43

Qualifications: PhD in Cultural & Media Studies, Master of Arts in Media & Cultural Studies, BA Honours in Broadcasting Studies, Diploma in Applied Journalism and Matric

Occupation: Executive Dean: Faculty of Arts & Design

Companies worked for: Durban University of Technology, Global Alliance for Improved Nutrition, Development Bank of Southern Africa, Gender Links and Media Institute of Southern Africa-South Africa.

Board Membership: DHET Creative Outputs and Innovations Advisory Panel, National Institute for the Humanities and Social Sciences, South African Humanities Deans Association and South African Centre for Digital Language Resources

Nominated by: [REDACTED]

Candidate 68

Name: [REDACTED]

Sex: Male

Age : 62

Qualifications : B.Sc Honours In Engineering and MDP

Occupation: Not clear on CV

Companies worked for: Independent Communications Authority of South Africa, AfrISPA, ISPA, QuickStep/ZAnet, De Beers / Anglo Group, National Telephone System

Board Membership: None

Nominated by: [REDACTED]

Candidate 69

Name: [REDACTED]

Sex: Male

Age: 46

Qualifications: Master of Arts in ICT Policy & Regulation, Certificate in ICT Policy and Regulation, Programme for Management Development, Certificate in Practical Project Management and National Diploma in Electrical Engineering.

Occupation: Special Advisor to Minister

Companies worked for: Ministry of Communications & Digital Technologies, ICASA, Wits Link Centre, Ericsson, SAAB-Grintek and Transtel.

Board Membership: None

Nominated by: [REDACTED]

Candidate 70

Name: [REDACTED]

Sex: Male

Age: 57

Qualifications: Certificate of Proficiency in Telecommunication, National Diploma in Telecommunication, Certificate in Telecommunication Policy, Management and Regulation and Diploma in Human Resources Management.

Occupation: Complaints and Compliance Committee member

Companies worked for: Independent Communications Authority of South Africa, MICT Seta, Mpumalanga Regional Training Trust and TelkomSA Limited.

Board Membership: None

Nominated by: [REDACTED]

Candidate 71

Name: [REDACTED]

Sex: Female

Age: 32

Qualifications: Bachelor's Degree in Psychology & Organisational Psychology and NQF Level 5 Radio Broadcasting.

Occupation: Chief Executive Officer / Founder

Companies worked for: Nonala Tose Productions (Pty) Ltd, South African Broadcasting Corporation, Clicks Live Retail Radio, Kaya FM, Heads Up Africa Radio, Midrand Community Radio, Marie Claire Magazine and YFM

Board Membership: None

Nominated by: Self-Nomination

Candidate 72

Name: [REDACTED]

Sex: Male

Age: 56

Qualifications: Certificate in ICT Policy and Management, International Voice and Data Traffic Management, National Diploma for Electrical Engineers and Matric.

Occupation: Independent Specialised ICT Expert Consultant

Companies worked for: Jethro Consulting Solutions (Pty) Ltd, Vodacom South Africa, South African Communications Forum and TelkomSA Limited.

Board Membership: Leratong Provincial Hospital

Nominated by: [REDACTED]

Candidate 73

Name: [REDACTED]

Sex: Male

Age: 49

Qualifications: Certificate in Project Management, Certificate in Competition Law, Certificate in Telecommunications Law, Executive Development Programme, B. Proc (Law) and Matric

Occupation: Founder and Director

Companies worked for: Tsotetsi Attorney's Inc., Law Society of South Africa, Independent Communications Authority of South Africa and Vista University.

Board Membership: None

Nominated by: National Association of Broadcasters

Candidate 74

Name: [REDACTED]

Sex: Male

Age: 48

Qualifications: Master of Business Management and Administration, Bachelor of Accounting Sciences Honours Degree, Bachelor of Commerce and Advance Diploma in Accounting Sciences

Occupation: Independent Governance Practitioner

Companies worked for: Independent Development Trust, Ntinga O.R. Tambo Development Agency, Eastern Cape Municipal Support Services, Presidential Project Team and Price Waterhouse Meyernel and PDB Pretorius Dondashe.

Board Membership: None

Nominated by: [REDACTED]

Candidate 75

Name: [REDACTED]

Sex: Male

Age: 56

Qualifications: Master of Arts in the Field of ICT Policy & Regulation,
Managing the Telecommunications Environment, Policy & Regulation, National
Higher Diploma and Leadership & Management Development Programme

Occupation: Councillor

Companies worked for: Independent Communications Authority of South
Africa, Neotel, Pygma Consulting, Department of Communications, PSITEK
(Pty) Ltd and SATRA.

Board Membership: ICASA Council

Nominated by: [REDACTED]

CURRICULUM VITAE OF [REDACTED]

PERSONAL DETAILS

SURNAME : [REDACTED]
FIRST NAMES : [REDACTED]
TITLE : MRS
GENDER : FEMALE
DATE OF BIRTH : [REDACTED]
ID NUMBER : [REDACTED]
NATIONALITY : SOUTH AFRICAN
MARITAL STATUS : WIDOWED
DEPENDANTS : 02
DRIVER'S LICENCE : C1
HEALTH STATUS : GOOD
POSTAL ADDRESS : PO BOX 1686
LENYENYE
[REDACTED]
TELEPHONE (WORK) : [REDACTED]
FAX (WORK) : [REDACTED]
CELL NUMBER : [REDACTED]

EDUCATIONAL DETAILS

NAME OF INSTITUTION : UNISA
COURSE : MASTER OF ARTS IN COMMUNICATION SCIENCES
(FULL DERSERTATION) (MCOMPT)
YEAR : CURRENT

NAME OF INSTITUTION : UNISA
COURSE : BA HOUNORS INT ORG. COMMUNICATION (NQF 8)
SUBJECT PASSED : COM 4805 – INTERGRATED COMM AND ORGAN
COM 4805 – ORGANISATIONAL COMM. THEORY
COM 4807 – MARKETING COMM. ADVERTS PUBLIC

RELATIONS
COM4806 – ORGANISATIONAL COMM

YEAR PASSED 2018

INSTITUTION : WITS SCHOOL OF GOVERNANCE
COURSES PASSED : LEADERSHIP IN MUNICIPAL GOVERNANCE (NQF 7)
LEADERSHIP AND PUBLIC VALUE
GOVERNANCE AND OVERSIGHT
POLICY STRATEGY AND PLANNING
LOCAL ECONOMICS AND FINANCE
YEAR PASSED : 2017

NAME OF INSTITUTION : UNIVERSITY OF PRETORIA
COURSE : MUNICIPAL FINANCIAL MANAGEMENT
QUALIFICATION : NQF LEVEL 6 (SUBJECTS PASSED ARE AVAILABLE ON REQUEST)

NAME OF INSTITUTION : UNISA
QUALIFICATION : THIRD LEVEL COMMUNICATIONS (for Honours Admission)
SUBJECTS PASSED : SEPEDI PUBLIC RELATIONS(MSP131 - (66), MARKETING COMMUNICATIONS (COM 371 - (63), INTERNAL COMMUNICATIONS (COM3705) - (60), MEDIA STUDIES :INST. THE & ISSU (COM 3703 - (62), MEDIA STUDIE : CONT,AUD & PROD - (50), NEW MEDIA TECHNOLOGY (COM 3704) - (71). AND COMMUNICATON RESEARCH (COM 3706) - (52)

YEAR : JANUARY 2016

NAME OF INSTITUTION : UNISA
QUALIFICATION : NATIONAL DIPLOMA IN PUBLIC RELATIONS
SUBJECTS PASSED : COMMUNICATION SCIENCE, LEVEL 1 TO 3, PUBLIC RELATION, LEVEL 1 TO 3, MEDIA STUDIES, LEVEL 1 TO 3, BUSINESS MANAGEMENT, COMMUNICATION IN ENGLISH, MARKETING, INDUSTRIAL RELATIONS, COMMERCIAL LAW, PSYCHOLOGY, PREPRAC
YEAR OBTAINED : 2010

NAME OF INSTITUTION : UNIVERSITY OF JOHANNESBURG
QUALIFICATION : SHORT LEARNING PROGRAMME
SUBJECT PASSED : LOCAL DEMOCRACY AND LOCAL GOVERNANCE (LODLOG)
NQF LEVEL: 5
YEAR : 2013

NAME OF INSTITUTION : TECHNIKON PRETORIA
QUALIFICATION : LOCAL GOVERNMENT CERTIFICATE
SUBJECTS PASSED : LEGISLATIONS, STRUCTURES ACT, HUMAN RESOURCE,
COMMUNICATION, PERSONNEL EFFECTIVENESS, ETHICS,
PROJECT
MANAGEMENT, FINANCIAL MANAGEMENT
YEAR OBTAINED : 2003

NAME OF INSTITUTION : UNISA
QUALIFICATION : PUBLIC MANAGEMENT AND DEVELOPMENT
SUBJECTS PASSED : PUBLIC OFFICE MANAGEMENT
YEAR OBTAINED : 2003

NAME OF INSTITUTION : UNISA
QUALIFICATION : HUMAN RESOURCE MANAGEMENT
SUBJECTS PASSED : PERSONNEL MANAGEMENT
YEAR OBTAINED : 2001

NAME OF INSTITUTION : GRACE SHOPE MAPULANENG COMPUTER SCHOOL
QUALIFICATION : SECRETARIAT DIPLOMA
SUBJECT PASSED : OFFICE PRACTICE, COMMUNICATION, ACCOUNTING, TYPING
45WPM, COMPUTER PRACTICE
YEAR OBTAINED : 1994

INSTITUTION : SEKABA HIGH SCHOOL
HIGHEST GRADE PASSED : GRADE 12
YEAR OBTAINED : 1992

PROFESSIONAL OR WORK EXPERIENCE

SERVICE DELIVERY EXPERIENCE

NAME OF INSTITUTION : GREATER TZANEEN MUNICIPALITY
: COUNCIL SPEAKER
DUTIES : PROCESSING AND ADOPTING OF BY-LAWS, PRESIDING OVER
COUNCIL SITTINGS, LIAISING WITH COMMUNITIES, DISPUTES
RESOLUTIONS, AND ALL ATTENDING TO ALL COUNCIL MATTERS.
RESPONSIBLE FOR PUBLIC PARTICIPATION, LIAISING WITH ALL
STAKEHOLDERS INTERNAL AND EXTERNAL, RESPONSIBLE FOR
IDP/PMS AND BUDGET
DURATION : AUGUST 2016 TO DATE

NAME OF INSTITUTION : GREATER TZANEEN MUNICIPALITY
POSITION : MAYOR
DUTIES : PROCESSING AND ADOPTING OF BY LAWS,
HEAD OF THE MUNICIPAL AREA, LIAISING WITH
COMMUNITIES ON MATTERS OF COUNCIL AND ALL
DEPARTMENTS, RESPONSIBLE FOR PUBLIC PARTICIPATION,
CEREMONIAL ACTIVITIES
DURATION : [REDACTED]

NAME OF INSTITUTION : LETABA HOSPITAL
POSITION : COMMUNICATION LIASON OFFICER
DURATION : [REDACTED]
DUTIES

- LIAISE, STRENGTHEN AND PROVIDE SUPPORT TO GOVERNMENT STRUCTURES
- COORDINATE VOLUNTEER PROGRAMMES IN THE HOSPITAL AND DISTRICT
- LIAISE WITH HEALTH AND SOCIAL DEVELOPMENT ORGANISATIONS AND OTHER RELEVANT STRUCTURES THAT OPERATE IN THE AREA OF THE INSTITUTION
- ASSIST PROVINCIAL OFFICE WITH THE MEDIA AND COMMUNICATIONS ACTIVITIES INCLUDING MANAGEMENT PROJECTS, FUNCTIONS AND MEETINGS
- ADVISE INSTITUTIONAL MANAGEMENT, MAKE STRATEGIC INTERVENTION ON SERVICE DELIVERY

NAME OF INSTITUTION : PARLIAMENT OF SOUTH AFRICA
POSITION : ADMINISTRATOR/ PARALEGAL SECRETARY
DURATION : [REDACTED]
DUTIES

- LINKING THE GOVERNMENT WITH THE COMMUNITY
- ASSISTING COMMUNITIES TO INITIATE PROJECTS, DRAWING BUSINESS PLAN, PROPOSAL AND PROJETS CONSTITUTIONS
- ADVISORY OFFICE
- HELP COMMUNITIES WITH LAND CLAIM COMPENSATION CLAIMS
- HANDLING SOCIAL PROBLEMS
- RESOURCE CENTRE FOR GAZETTE, BILLS AND ACTS

NAME OF INSTITUTION : LESEDI COMMUNITY DEVELOPMENT ASSOCIATION
POSITION : SECRETARY
DURATION : [REDACTED]
DUTIES

- ADMINISTERING OFFICE DOCUMENTS
- MANAGING SUPERVISOR'S DIARY
- DRAFTING BUSINESS PLANS
- RECEIVING AND MAKING CALLS
- PREPARING PAYROLL
- ARRANGING ACCOMMODATION FOR STAFF

- MONITORING TIME FLOW STUDY AND PATIENT SATISFACTORY SURVEY.

EVENT MANAGER – MANAGE ALL HOSPITAL AND DISTRICT EVENTS

COORDINATE THE IMPLEMENTATION OF ALL THE HOSPITAL EVENTS

- MANAGE ALL DISTRICT EVENTS AND AWARD CEREMONIES

COORDINATE VOLUNTEER PROGRAMS

- COORDINATE VOLUNTEERS TO DO TIME FLOW STUDIES
- FACILITATE THE DEVELOPMENT OF THE UNIT POLICIES
- FACILITATE AND CONDUCT STAFF AND CLIENT SATISFACTION SURVEYS
- FACILITATE IMPROVEMENT PLAN PROJECTS
- COORDINATE THE IMPLEMENTATION OF BATHO-PELE PRINCIPLES
- PARTICIPATE IN THE DEVELOPMENT OF INSTITUTIONAL POLICIES
- CONDUCT DOCUMENTATION AND COMMUNICATION AUDITS ON MONTHLY BASIS
- INITIATE INCENTIVE SYSTEM IN THE HOSPITAL – MONTHLY AWARDS GIVING CEREMONY

COMMUNITY AND POLITICAL ACTIVITIES

- 2008-DATE : THE PEC MEMBER OF THE ANCWL LIMPOPO PROVINCE (EX-OFFICIO)
- 2011 TO 2016 : DEPUTY CHAIRPERSON OF SALGA LIMPOPO
- 2010 TO DATE : CHAIRPERSON OF ANCWL MOPANI REGION
- 2009 TO DATE : MEMBER OF ANC REGIONAL WORKING COMMITTEE
- 2007 TO DATE : MEMBER OF ANC REGIONAL COMMITTEE MOPANI REGION
- 2005 – 2008 : MEMBER OF SCHOOL GOVERNING BODY: MOIME PRIMARY SCHOOL
- 2002 – 2010 : DEPUTY SECRETARY OF ANCWL MOPANI REGION
- 2003 – 2006 : MEMBER OF COMMUNITY POLICING FORUM
- 2000 – 2006 : MEMBER OF MOIME CLINIC COMMITTEE
- 2000 – 2005 : MEMBER OF WARD COMMITTEE (WARD 12)
- 1999 – 2002 : MEMBER OF MOIME STEERING COMMITTEE
- 1997 – 2002 : SECRETARY OF ANCWL NORTH-EAST REGION
- 1996 – 1999 : LEADER OF SUNDAY SCHOOL: MOIME CHURCH
- 1995 – 2000 : COORDINATOR OF TRANSITIONAL LOCAL COUNCIL
- 1995 – 1997 : SECRETARY OF ANC: MOIME BRANCH
- 1994 – 1995 : MEMBER OF NAZARENE YOUTH CHURCH: MOIME
- CHAIRPERSON : SOCIAL CLUSTER – ANC MOPANI REGION
- CHAIRPERSON : DISASTER COMMITTEE GTM
- SAFETY AND SECURITY ANCWL MOPANI REGION

NAME OF COMPANY : GREATER TZANEEN MUNICIPALITY
POSITION : PR COUNCILLOR
DURATION : 2000 TO DATE

DUTIES

- EXECUTIVE COMMITTEE MEMBER – 2000 TO DATE
- GENERAL DEVELOPMENT OF GREATER TZANEEN MUNICIPALITY
- DRAFTING BY-LAWS
- RECOMMENDING RESOLUTIONS TO BE ADOPTED BY COUNCIL
- DRAFTING IDP, ACT AS LINK BETWEEN THE COMMUNITY AND THE MUNICIPALITY
- POVERTY ERADICATION AND ECONOMIC DEVELOPMENT

KNOWLEDGE, SKILLS AND COMPETENCIES

STRATEGIC MANAGEMENT AND LEADERSHIP SKILLS

- PEOPLE DEVELOPMENT AND INNOVATION IN SERVICE DELIVERY
- SERVICE DELIVERY STANDARD SETTING
- CHANGE MANAGEMENT
- EXCELLENT RESEARCH SKILLS
- COMPUTER LITERACY
- DIVERSITY MANAGEMENT
- EXCELLENT RESEARCH SKILLS
- FACILITATION, TRAINING AND COACHING SKILLS
- BATHO-PELE PRINCIPLES
- KNOWLEDGE OF QUALITY ASSURANCE SYSTEM
- ORGANISATIONAL SKILLS
- COMMUNICATION SKILLS
- REPORT WRITING SKILLS
- PROJECT MANAGEMENT SKILLS
- NATIONAL HEALTH ACT AND PROVINCIAL HEALTH ACT
- PFMA AND TREASURY REGULATIONS
- CRITICAL AND ANALYTICAL SKILLS
- INTERPERSONAL SKILLS
- LABOUR RELATIONS ACT
- KNOWLEDGE OF PMS

COMMUNITY WORK RELATED ACTIVITIES

- ADVISING THE CHIEF EXECUTIVE OFFICER OF THE PROVINCIAL HOSPITAL (LETABA HOSPITAL)
- MAKE RECOMMENDATIONS IN CONNECTION WITH MATTERS REFERRED TO IT BY CEO
- MAKE RECOMMENDATIONS IN CONNECTION WITH MATTERS REGARDING THE APPOINTMENT OF THE CEO
- REPRESENT COMMUNITY NEEDS IN THE HOSPITAL MANAGEMENT, LINK BETWEEN COMMUNICATION AND DEPARTMENTS
- INFORMING THE COMMUNITY ABOUT DEVELOPMENT IN THE HOSPITAL CONCERNED
- OVERSEE HOSPITAL PERFORMANCE BY INSPECTING THE FACILITIES AND GROUNDS OF THE HOSPITAL

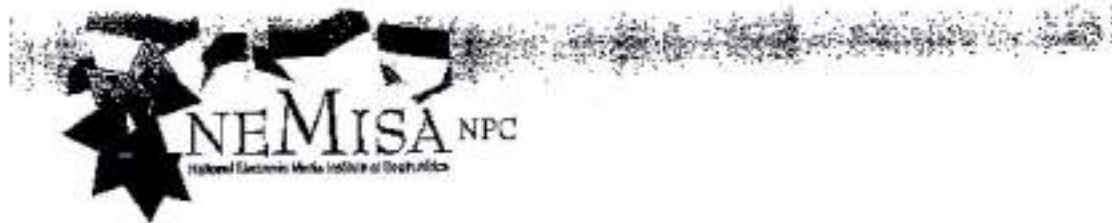
ANNEXURE A: LIST OF CANDIDATES THAT IS RECOMMENDED FOR INTERVIEWS BY THE SELECTION PANEL FOR BOARD APPOINTMENT OF AMATOLA WATER FOR THE PERIOD 2020 TO 2024

CV No	Name	Race	Gender	Qualification	Experience	Location
ENGINEERING AND CONSTRUCTION						
11	[REDACTED]	[REDACTED]	[REDACTED]	Diploma In Architecture	Building construction, both residential and larger structures such as school buildings. Currently serving as Interim Board Member for Amatola.	Gauteng
1	[REDACTED]	[REDACTED]	[REDACTED]	B. Tech (Water) Engineering, Project Management, N. Dip Civil Engineering, Matric	Civil Engineering, specialising in water and waste engineering, 15 years private engineering consulting and has experience in business management. He is currently an interim board member of Amatola Water. Member of Bids Evaluation Committee, Elundini Local Municipality and Member of Municipal Tribunal, Matatiele Municipality.	KwaZulu-Natal
45	[REDACTED]	[REDACTED]	[REDACTED]	Bachelor of Science in Civil Engineering and a Master of Engineering degree, Bachelor of laws degree (LLB).	A professional engineer with experience spanning over a period of more than 10 years in the field of civil engineering. Has a vast experience in the infrastructure delivery value chain from inception to commissioning, experience in civil engineering designs, quality and construction management. Has previously worked in the office of the Auditor-General South Africa as manager responsible for infrastructure audits at all three spheres of government.	Gauteng
65	[REDACTED]	African	[REDACTED]	Master of Business Management (MBA), Post Graduate Diploma in Management, Specialist Project Management, National Diploma in Civil Engineering	Has over 16 years' worth of experience in the development of the rural water supply for various municipalities within the Province. Financial management, Design and supervision of roads and water projects, Overlooking administration construction for Water and sanitation works.	Eastern Cape

CV No	Name	Race	Gender	Qualification	Experience	Location
123	[REDACTED]	African	[REDACTED]	NDip Civil Engineering, B.Tech Civil Engineering, BSc Honors: Appl Sc Civil Engineering, Master of Engineering, MBA, Currently studies PhD - Constr. Man.	He has relevant experience in both Municipal environment and in Water and Sewerage Engineering. Currently serving at SAICE - Pending, ECSA and SACPMMP	Eastern Cape
FINANCE						
12	[REDACTED]	African	[REDACTED]	Diploma Purchasing, B-Tech Logistics, Masters in Business Administration, Doctorate of Business Leadership (Enrolled)	Enforcing compliance in Procurement decisions, Apply both my Private Sector & Public sector supply chain experience to ensure that governance structures are followed. Chairperson for South African Shippers Transport and Logistics Council, Previously Board member of the Ethekwini Maritime Cluster, Chairperson of Manufacturing Engineering and Related Services Seda (until March 2020), Chairperson of African Women in Supply Chain Association, Non-Executive Director for Jet Demolitions, Non-Executive Director for Sonas Area.co.	Gauteng
93	[REDACTED]	African	[REDACTED]	BCom Accounting Degree (NQF7) and a Postgraduate Diploma in Financial Accounting (NQF8) qualifications, currently in his final year for an MPhil in Development Finance	Has over 12 years audit (Internal and External) experience and 6 years managerial experience and previously served SAICA articles with the Auditor-General South Africa (AGSA). Council, Interim Audit & Risk Committee Chairperson and Human Resource & Remuneration Committee Member at Tshwane North Technical and Vocational Education and Training College (2019-Present).	Gauteng
100	[REDACTED]	African	[REDACTED]	Master's in Business Administration, CA (SA), BCom (Accounting) Honours/CTA, BCom (Accounting)	Social Infrastructure Implementation, Trade and Investment, Monitor and control overhead budget and expenditure, Audit and Finance, Current board membership - Association for the Advancement of Black Association of Southern Africa (ABASA); Chairperson Eastern Cape	Eastern Cape

CV No	Name	Race	Gender	Qualification	Experience	Location
117	[REDACTED]	African	[REDACTED]	MBA, Honours - Bachelor of Accounting Sciences, Bachelor of Commerce (Accounting), Advanced Diploma in Accounting Sciences	Branch (2017 to date); Eastern Cape Department of Health: Chairperson - Risk Management Committee (2018 to date); Eastern Cape Development Corporation (ECDC): Board Member, Chairperson - Audit & Risk Committee, Member - Finance & Investment, Audit & Risk (2017 to date); Mayibuye Transport Corporation (MTC): Board Member, Chairperson - Audit and Risk Committee (2019 to date). He has extensive finance, audit, risk, governance, business and development management experience. He further has governance experience in the public sector. National Department of Agriculture, Fisheries and Forestry. February 2014 - to date. Chairperson: Audit Committee (AC), National Department of Small Business Development: March 2015 - to date. City of Johannesburg (CoJ): April 2018 - to date. Member: Risk and Ethics Committee Department of Women: Member: Audit Committee (AC), Member of the Board Amatola Water Board: April 2018/19	Gauteng
118	[REDACTED]	[REDACTED]	[REDACTED]	Candidate: MBA and Ethics Officer Certification Programme. B Com Accounting Honours, B Com Hons - Internal Audit, B Com Accounting	Internal and external audit in both private and public sectors. Audit planning, client engagement, managing audit budget, project management. Interim Board Member at Amatola Water.	Gauteng
121	[REDACTED]	[REDACTED]	[REDACTED]	BSc - (Information Processing), Higher Diploma in Accounting CA SA	Chartered Accountant, with 7 years' experience in private sector and 20 years in the public sector. Currently serving at SA Library for the Blind, Fort Hare Trading Solutions. Previously served at Amatola Water Board.	Eastern Cape

CV No	Name	Race	Gender	Qualification	Experience	Location
10	[REDACTED]	African	[REDACTED]	2009 Master's in Business Leadership, UNISA-Supplier Chain Management, Bachelor of Science (Microbiology and Biochemistry), National High Diploma, Microbiology.	Audit & Risk Committee, Demand and supply planning management, debt management and spending analysis, Ethical culture and effective leadership, Human Resource and IR management. Non-Executive Director for National Metrological Institute of South Africa, (NMISA) subsidiary of Department of Trade Industry. (2018 – 2023), Chairperson of Audit and Risk Committee at NMISA. (2018 – 2023)	Gauteng
41	[REDACTED]	African	[REDACTED]	Chartered Accountant (SA), Post Graduate Diploma in Accounting, B Com Accounting	Preparation financial statements including valuation reports and cash flow projection for various clients, Designing and implementing appropriate accounting policies and disclosure requirements to enhance the quality of financial reporting, Preparation of budgets, forecasts for the business unit. Currently serving on the council as an independent member of council and member of Audit, Risk and Compliance Committee and also Finance and Investment Committee at Mangosuthu University of Technology.	Eastern Cape
HUMAN RESOURCES						
60	[REDACTED]	African	[REDACTED]	B.A. (Soc. Sc.), B.Com (Hons), M Phil in SA Politics and Political Economy	Labour Law, Industrial Relations Management, Manpower strategy, Collective Bargaining, Organisational Behaviour and Human Resources Management. State representative at Labour Market Chamber 2004/5 FY, Community Involvement: Board member of the Grace Bible Church (2011 to date), Gospel Music Association [GMA] (2011 to date), Mvula Trust (March 2012 to February 2013)	Gauteng



17 April 2020

The Honourable Minister, Mr Jackson Mthembu, MP
Department of Communications & Digital Technologies
1166 Park Street
Parioli Office Park
Hatfield, PRETORIA

[REDACTED]
By Email
[REDACTED]

APPOINTMENT OF THE CEO AT NEMISA

This letter serves to request your approval for the urgent appointment of the Chief Executive Officer (CEO) at NEMISA. The Board has prioritised the recruitment and selection process following your approval of the top five (5) shortlisted candidates. It is our pleasure to inform you that the recruitment and selection process has been successfully completed.

An intense recruitment and selection process were undertaken, which entailed the following:

1. Face to face interviews
2. Comprehensive Assessment - Psychometric Tests
3. Background checks
4. Reference checks

Based on the results of the above the Board has approved the following candidates in order of priority for your consideration:

[REDACTED]
[REDACTED]
[REDACTED]



1. [REDACTED]
2. [REDACTED]
3. [REDACTED]

The preferred candidate is [REDACTED] the following reasons:

- a) He outperformed the other two (2) candidates during the formal interview session. His experience and exposure in the public and private sector at a strategic level will be a great advantage to NEMISA.
- b) His psychometric assessment result further confirms that he is capable to perform the strategic role of a CEO with support and development on areas that require development.

It would be advantageous for the preferred candidate take office on 1 June 2020 to ensure business continuity and stability at NEMISA.

In support of the recommendation, please find attached the following documents: -

- Annexure A: CEO Position Advert
- Annexure B: Interview Questionnaire
- Annexure C: CV's of top three candidates
- Annexure D: Qualifications of top three Candidates
- Annexure E: Recommendation Report
- Annexure F: Competency assessments reports for the top three candidates
- Annexure G: Background and reference checks

Your consideration of the above recommendation will be greatly appreciated.

Yours sincerely,


[REDACTED]
[REDACTED]



30 March 2020

RECRUITMENT PROCESS AND APPOINTMENT OF CHIEF EXECUTIVE OFFICER

1. POSITION PURPOSE

The purpose of the position is to provide overall leadership, integration and coordination in the execution of the digital agenda within the country through ensuring that digital skills expertise, knowledge and resources impact the development and learning within Government and society; build an institute that will be responsive to the future of works in the era of the 4th Industrial Revolution.

2. OBJECTIVE

To recommend to the NEMISA Board the appointment of a suitable candidate to fill the position of Chief Executive Officer.

3. SUMMARY

This vacancy arose because the contract of the current incumbent ended. As a result, a process of recruitment was embarked upon through an executive search firm, **Tiana Business Consulting Services (Pty) Ltd.**

4. SOURCING OF APPLICANTS

The position was advertised in the below platforms:

Post	Medium	Date Advertised	Closing Date	Number of applications	Receiver of Applications
Chief Executive Officer	NEMISA Website	12 December 2019	24 January 2020	92	Sare Grobler / Fahmida Vafa
	City Press	12 January 2020	24 January 2020		
	Sunday Times	12 January 2020	24 January 2020		
	Mail & Guardian	10 January 2020	24 January 2020		

5. PROCESS

There was a total of ninety-two (92) applicants analysed as follows:

Race and Gender	Number of responses	Percentage
African Female	27	29.35%
African Male	50	54.35%
Coloured Female	0	0.00%
Coloured Male	2	2.17%
Indian Female	1	1.09%
Indian Male	4	4.35%
White Female	2	2.17%
White Male	0	0.00%
Foreign Nationals	1	1.09%
TOTAL	92	100%

Tel: +27-11-464 0083, Fax: +27-11-464 0633, Physical Address: 21 Gilton Road, Parktown, Postal Address: P.O. Box 345, Auckland Park, Johannesburg 2006, info@nemisa.co.za

Non-Executive Directors: Ms Molebogeng Leshabane (Chairperson); Ms Thobeko Buswani; Mr Melvyn Lubega; Mr Lionel Adedior; Ms Nonondei Matsheni; Prof Christian Adedior; Ms Bongekhe Pilane
 Executive Directors: Mr Trevoran Rubadivhath (Acting CEO); Mr Yashpal Ransawa (CFO)
 Company Secretary: TuliRock Advisory (Pty) Ltd (Acting Company Secretary)

Ref no. 98/14623/08

FILLING OF THE ADVERTISED POST OF CHIEF EXECUTIVE OFFICER

Tiana Business Consulting Services (Pty) Ltd was tasked to review the Advert Response Schedule for this role. Based on the CV assessments, thirteen (13) applicants, out of ninety-two applicants could seriously be considered.

6. SHORTLISTING

Based on the review of CV's received, the Selection Committee (the board) met to shortlist the candidates that were then submitted to the Minister for approval. The following were the candidates shortlisted for face-to-face interviews:

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]

Structured competency panel interview questions were prepared by Tiana Business Consulting Services (Pty) Ltd in conjunction with the Selection Committee.

7. PANEL INTERVIEWS

The panel interviews were held on Saturday, 14th March 2020 at NEMISA Head Office, Parktown, Johannesburg.

The interview panel consisted of Ms Molebogeng Leshabane (Chairperson), [REDACTED] (Non-Executive Director (NED)), [REDACTED] (HRRNC) and [REDACTED] (Independent Consultant - Tiana Business Consulting Services)

The following candidates were interviewed:

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]

Ms Ayanda Ramnowana did not attend the interview as she had withdrawn from the interviews before the scheduled date.

On completion of the panel interviews, each panel member tallied their ratings of the candidates interviewed. This was recorded and the total rating for each candidate was calculated by the service provider.

The final interview panel ratings (Annexure 2 - Rating Schedule) are reflected below:

Candidate Name (Surname)	Total Marks Available	General Knowledge	Personal Skills	Worked Section	Total Mark/pt	Total Score	Total Mark/pt	Final Recommendation
		Interview Questions	Self-Reflection Questions	Final Interview Questions	Weighted Score			
[REDACTED]	130	85	95	60	80.3	80.3		Recommended (3)
[REDACTED]	130	113	122	106	113.7	113.7		Recommended (1)
[REDACTED]	130	85	80	82	82.3	82.3		Recommended (2)

FILLING OF THE ADVERTISED POST OF CHIEF EXECUTIVE OFFICER

The final top three interview panel ratings (Annexure 2 - Rating Schedule) are reflected below:

Candidate Name and Surname	Number of Questions	Final Score	Weighted Score
[REDACTED]	130	80.3	37.06
[REDACTED]	130	113.7	52.48
[REDACTED]	130	62.3	37.98

There was an extensive debate on the suitability of the candidates. All interview panel members inputs were incorporated to arrive at a decision that the three interviewed candidates could be considered for this position and therefore recommended for psychometric assessments and background checks.

8. COMPETENCY ASSESSMENTS OUTCOME

[REDACTED], [REDACTED] and [REDACTED] completed psychometric and competency assessments as per the Government Regulations on Appointment and Conditions of Employment of Senior Executive Managers.

The battery of tests delivered comprehensive feedback that confirmed the observations made by the interview panel. Areas of strengths and development were identified for the candidates. The scoring key for the psychometric assessment ranges from 1 – 5 (1 = Development Required, 2 = Minor Development Recommended, 3 = Competent, 4 = Good and 5 = Strength) (Annexure 3 – Assessment Reports and Rating Schedule)

Candidate Name and Surname	Final Overall Rating	Psychometric Score	Weighted Score
[REDACTED]	75	52	27.73
[REDACTED]	75	47	26.07
[REDACTED]	75	48	26.13

9. DISCUSSION

A discussion among the HRRC members which took place on the 30th of March 2020, explained further the process of merging the interview outcome and psychometric assessments reports, which included the following Selection Committee members: Ms Molebogeng Leshabane (Chairperson), Ms Thobeka Buswana (Non-Executive Director (NED)), Ms Nomonde Hlatshani (HRRC), and Mr Lionel Adendorf (SETCOM). They came up with a scientific formula of merging the psychometric tests and interview outcome.

10. OUTCOME

Considering all the inputs of the recruitment, selection process and psychometric assessments, the final selection committee scoring consisted of sixty percent interview weight and forty percent psychometric assessment weight. The scores were consolidated, and the final scores were as follows:

Candidate Name and Surname	Score or Ranking
1. [REDACTED]	77.55
2. [REDACTED]	64.79
3. [REDACTED]	64.11

Based on the above, the Selection Committee unanimously agreed to recommend Trevor William Rammitwa for appointment as Chief Executive Officer of NEMISA

FILLING OF THE ADVERTISED POST OF CHIEF EXECUTIVE OFFICER

11. LEGAL IMPLICATIONS

The process was undertaken by duly appointed persons, professionals and organisations; overseen by [REDACTED] Business Consulting Services (Pty) Ltd to ensure compliance and/or provide appropriate guidance where necessary.

12. IT IS RECOMMENDED

1. That Candidate Number 1, [REDACTED] be recommended for appointment as Chief Executive Officer of NEMISA.
2. That Candidate Number 1, [REDACTED] be appointed on a five-year fixed term contract.
3. That the Chairperson of the Board negotiates an offer of employment with Candidate Number 1.
4. In the event that this candidate does not accept the offer, that the offer be extended to Candidate Number 2, [REDACTED] as he achieved the second highest score.

[REDACTED]
HRRNC

Date

[REDACTED]
Non-Executive Director (NED)

Date

[REDACTED]
Non-Executive Director (NED)

Date

[REDACTED]
[REDACTED]
[REDACTED]

Date

3. Shortlist of Applications for Board Vacancy on the CEF Board

Number	Name	ID Number	Area of Expertise	Qualification	Current Employment	Position
1.	[REDACTED]	[REDACTED]	Experienced leader in the energy industry, having successfully led a division of over 18,000 employees both in Distribution and Customer Services for over 15 years. Has expertise in Training and Development, Infrastructure Development & Management, Operations Management and Budget Management. Recent achievements include introduction of Customer Centricity in Eskom, improvement of technical and safety performance and optimisation of Capital Expenditure (CAPEX) and Operating Expenditure (OPEX) budgets	BSc (Eng) (UCT) ... Electrical MBA (IMC) EDP (Wits) AMP (Harvard) Construction Management Certificate (UCT) OHS Management Certificate (UCT) Digital Marketing (UCT) Energy Efficiency and Sustainability (UCT)	AN Duke Solutions (Pty) Ltd Utility Coach (Pty) Ltd	Executive Director Director
2.	[REDACTED]	[REDACTED]	Chairman Manufacturing Working Group, BRICS Business Council, South African Chapter 12 August 2019 - Current Deputy Chairman Metal Industries Benefit Funds Administrators (MIBFA) Board of Directors 1 September 2020 - Current	Certified Director (IoDSA) BA (Georgetown), MBA (Hull), AMP (GIBS), Post-Grad Cert (Econ, Wits)	CEO	SEIFSA

3.	[REDACTED]	[REDACTED]	<p>Non-Executive Director Metal Industries Benefit Funds Administrators (MIBFA) Board of Directors 1 December 2013 – 31 August 2020</p> <p>Board Member of the South African National Energy Association (SANEA), since February 2009 - former Member of Eskom Committee for the Transformation of the Electricity Distribution Industry (EDI) - former Board Member of City Power - former Board Member of Gate Cape Marepha, Vanderbijlpark - former Director of Tswelopele (BEE partners of Sasol) Board Member of Ithemba Institute of Education - former Board Member of South African Wind Energy Association - former Board Member of South African Independent Power Producers</p>	<p>BEng, Honours, Brighton University (Polytechnic), United Kingdom, 1991 MEng (Engineering Management), Warwick University, United Kingdom</p>	CEO	Africa Energy Corporation (AEC)
4.	[REDACTED]	[REDACTED]	<p>Academic capacity development • Academic coordination and teaching (lecturer) • Mentoring and supervising honours and MSc students • Project Management</p>	<p>Doctorate (PhD) – Chemistry, March 2007 University of Witwatersrand – Johannesburg, Gauteng, South Africa Masters in</p>	<p>Project Manager Managing projects for Quality</p>	Ascendis Pharma

5.			<ul style="list-style-type: none"> • Strategic planning • Strategic business analysis • Research analysis, monitoring and reporting (E.g. SWOT, PESTLE etc.) • Research in different industries, thus: polymer, inorganic chemistry, nanotechnology, homogenous and heterogeneous catalysis and petrochemical • Pharmaceuticals (regulatory affairs) • Non - executive management (Committee Chairperson and member of Human Resources) 	<p>Chemistry (M.Sc.), June 2003 University of the Western Cape (UWC) – Bellville, Western Cape, South Africa B.Sc. Honours Chemistry, November 2000 University of Limpopo – Polokwane, Limpopo, South Africa Fundamental Management Programme, June 2012 UNISA – Pretoria, Gauteng, South Africa Entrepreneurship, June 2014 UNISA – Pretoria, Gauteng, South Africa</p>	<p>Assurance and Regulatory Affairs • Ensuring compliance with regulations set by South African Health Products Regulatory Authority, SAHPRA • Registration of products at SAHPRA • Monitor risks and performing audit for 3rd party manufacturers, suppliers and laboratories</p>	<p>Nirvana Consulting Close Corporation</p>	<p>BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT</p>
			<ul style="list-style-type: none"> Managing Member Strategy formulation Human capital and cultural transition Governance systems and controls Operational implementation 	<p>B.Com. CAIB(SA).MBL.PCC</p>			



[REDACTED]
[REDACTED]
[REDACTED]

7 September 2020

The Group Company Secretary
CEF SOC Limited

By e-mail: [REDACTED]

Dear Sir/Madam

RE: INDEPENDENT NON-EXECUTIVE DIRECTOR VACANCY

I am writing in response to the advertisement for an Independent Non-Executive Director carried in the *Sunday Times* and *City Press* on 6 September 2020, and am hereby putting myself forward for consideration. My CV is attached hereto.

As you will see in my CV, I meet all the criteria listed in the advertisement:

- I have held Senior Leadership Positions in various sectors of the economy – including in the petrochemical, oil and gas industry – over more than 20 years, ranging from being Editor of the *Daily News*, Vice-President: Corporate Affairs and Marketing at Anglo American South Africa, Public Affairs and Communications Director at Coca-Cola South Africa, Group General Manager: Marketing, Corporate Affairs and BEE at Sasol Limited, Vice-President: Corporate Affairs and Shared Services at PetroSA, through to being CEO of the Steel and Engineering Industries Federation of Southern Africa (SEIFSA);
- I am a Certified Director (IoDSA) and have served on the Boards of the 2010 Bid Company, Atlantis Group (where I was the Lead Independent Non-Executive Director) and have been on the Board of the Metal Industries Bargaining Funds Administrators (MIBFA) over the past few years (MIBFA is the second largest pension fund in the country, after the Public Investment Corporation);
- I hold an MBA from the University of Hull (UK) and have just submitted my PhD thesis on turnaround strategy to the University of Johannesburg; and
- I am a man of impeccable integrity.

As is required in the advertisement, I am happy to confirm that:

- I do not have a criminal record;
- I have never been disqualified, placed on probation or declared a Delinquent Director in accordance with the prescripts of the Companies Act, 71 of 2008;

- I do not now, nor have I ever had, any default judgments against me;
- I do not have any current or potential conflicts of interests with CEF SOC Limited or any one of its subsidiaries; and
- I am qualified to serve on the Board of CEF SOC Limited.

My CV and certified copies of my qualifications and identity document are attached hereto.

I look forward to hearing from you.

Yours Sincerely

Signed electronically

A thick black horizontal bar used to redact the signature of the sender.

[REDACTED] Certified Director (IoDSA)
 BA (Georgetown), MBA (Hull), AMP (GIBS), Post-Grad Cert (Econ, Wits)

Telephone: [REDACTED]

Facsimile : [REDACTED]

Born : [REDACTED]
 Gender : [REDACTED]
 Marital Status : [REDACTED]
 Citizenship : South Africa

AREAS OF EXPERTISE

General Management
 Strategy
 Marketing
 Corporate/Public Affairs and Communications
 Reputation Management and Crisis Resolution
 Corporate Governance

PERSONAL VALUES AND ATTRIBUTES

Man of Integrity	Open Minded
Team Player	Strong Sense of Fairness
Hard Worker	Leads by Example
Strong Sense of Independence	Great Communication Skills

Experienced in Mining, Metals and Engineering, Petrochemical, FMCG and Media Sectors

WORK EXPERIENCE

CHIEF EXECUTIVE OFFICER

Steel and Engineering Industries Federation of South Africa (SEIFSA), 1 November 2013 – Current (the first black person to hold the position)

SEIFSA is national employer Federation representing the metals and engineering industries. The Federation's Core Business is to represent and promote the interests of business in Southern Africa, in particular the metals and engineering industries, through lobbying and capacity building, provision of related consulting and training services and building of good relations with key stakeholders.

MANAGING DIRECTOR

KMN Consulting, 1 July 2013 – 31 October 2013

KMN Consulting offers expert consulting services in the following areas of business: Business Management, Corporate Marketing (including brand and reputation management), Communications (including media management), Stakeholder Management (including community social investment) and Political advisory services

VICE PRESIDENT: CORPORATE AFFAIRS AND SHARED SERVICES (On Contract)

The Petroleum Oil and Gas Corporation of South Africa (PetroSA), 30 May 2011 – 30 June 2013

Direct Responsibilities: Corporate Reputation Management
 Government and Stakeholder Relations Management
 Internal and External Communications Management
 Corporate Social Responsibility Management
 Corporate Shared Services Management
 Executive Committee Membership and Contribution

GROUP GENERAL MANAGER: MARKETING, CORPORATE AFFAIRS AND BEE

Sasol Limited, 1 June 2009 – 31 January 2011

Direct Responsibilities: Corporate Reputation and Stakeholder Management
 Retail and Corporate Marketing
 Internal and External Communications
 Corporate Social Responsibility
 Broad-Based Black Economic Empowerment
 Co-ordination
 Group Business Committee Membership and Contribution

STRATEGIC INITIATIVES DIRECTOR

Coca-Cola South Africa, 1 May 2009 – 31 May 2009

Worked as the second most senior executive, after the Managing Director, at Coca-Cola Canners of Southern Africa

PUBLIC AFFAIRS AND COMMUNICATIONS DIRECTOR

Coca-Cola South Africa (Pty) Ltd, 15 October 2006 – 30 April 2009

Direct Responsibilities: Corporate Reputation and Stakeholder Management
 Corporate Sponsorship
 Incident Management and Crisis Resolution
 Internal and External Communications
 Corporate and Government Relations
 Corporate Social Responsibility
 Consumer Affairs
 Executive Committee Membership and Contribution

HEAD: CORPORATE MARKETING

Anglo American Corporation of South Africa, 1 January 2004 – September 2006

Direct Responsibilities: Corporate Brand Advertising and Promotion
 Corporate Reputation Management
 Corporate Hospitality
 Corporate Events Management
 Corporate Sponsorship
 Internal Communications

VICE-PRESIDENT: CORPORATE AFFAIRS

Anglo American Corporation of South Africa, 1 January 2003 – 31 December 2003
Overall Responsibility: Management of the Anglo American brand in the South African market

Special Achievement:

- Persuading Anglo American to be the first sponsor of South Africa's Bid for the 2010 FIFA World Cup and representing the company on the Board of the 2010 Bid Company

ASSOCIATE EDITOR

The Independent, London, 1 March 2001 – 31 December 2002

EDITOR

Daily News, Durban, 7 June 1999 – 28 February 2001

EDITOR

The Independent on Saturday, Durban; 1 March 1998 – June 4 1999

DEPUTY EDITOR

The Mercury, Durban, 1 July 1997 – February 28 1998

EXECUTIVE EDITOR

The Star, Johannesburg, 1 April 1996 – 30 June 1997

POLITICAL EDITOR

The Star, Johannesburg, 1 February 1995 – 30 June 1997

POLITICAL CORRESPONDENT

The Star, Johannesburg, 1 April 1993 – 30 January 1995

POLITICAL COLUMNIST

Weekly "One In Your Eye" column has appeared in the following papers: *The Star* and *Sowetan* in Johannesburg, *Daily News* and *The Mercury* in Durban, *Cape Argus* and *The Cape Times* in Cape Town, *The Pretoria News* in Pretoria and *The Diamond Fields Advertiser* in Kimberley

POLITICAL REPORTER

The Star, Johannesburg, January 1990 – April April 1993

FREELANCE TV PRESENTER

Hosted a fortnightly socio-political interview programme, "Dilemma In Perspective", SABC-TV2, January – June 1991

GENERAL NEWS REPORTER

The Star, Johannesburg, January 1988 – December 1989

NON-EXECUTIVE DIRECTORSHIPS AND OTHER LEADERSHIP POSITIONS

Chairman

Manufacturing Working Group, BRICS Business Council, South African Chapter
12 August 2019 - Current

Deputy Chairman

Metal Industries Benefit Funds Administrators (MIBFA) Board of Directors
1 September 2020 – Current

Non-Executive Director

Metal Industries Benefit Funds Administrators (MIBFA) Board of Directors
1 December 2013 – 31 August 2020

Non-Executive Trustee

The Market Theatre Foundation Council
11 February 2019 – 31 March 2020 (resigned)

Lead Independent Non-Executive Director (and Chairman the Audit and Risk Committee), Atlantis Group of Companies

1 March 2018 – 3 September 2018

Interim Board Chairman, Atlantis Group of Companies

1 December 2017 – 28 February 2018

Non-Executive Director, Business Unity South Africa (BUSA)

July 2016 – 25 June 2018

Chairman, BUSA Board Social and Ethics Committee

July 2016 – 25 June 2018

Lead Independent Non-Executive Director (and Member of the Strategy, Social and Ethics Committee), South African Dental Association (SADA)

September 2015 – September 2019

Chairman, South African Dental Association Board Human Resources and Remunerations Committee

February 2016 – September 2019

Chairman, KMN Investment Holdings (Pty) Ltd

July 2007 – Current

Chairman, PetroSA's Community Affairs Committee

June 2011 – June 2013

Member of the Commercial Affairs Committee of the Board of the South African Football Association

January 2011 – April 2013

Executive Director, Sasol Social and Community Trust
June 2009 – January 2011

Member of the Sasol Limited Group Disclosure Committee
June 2009 – January 2011

Non-Executive Director, National Business Initiative
June 2008 – May 2009

Non-Executive Director, PET Recycling Company (PETCO)
April 2007 – May 2009

Non-Executive Director, Tourism Business Council of South Africa
March 2007 – May 2010

Member of the National Advisory Board, loveLife SA
November 2003 – December 2009

Non-Executive Director, Advista Advertising and Marketing (Pty) Ltd
July 2006 – July 2007

Non-Executive Director, Business Against Crime
March 2004 – July 2007

Member of the Board of Trustees, Anglo American Chairman's Fund
February 2003 – September 2006

Member of the Board of Trustees, Anglo American Medical Aid Scheme
January 2003 – September 2006

Alternate Member of the Board of Directors, SA 2010 (Soccer World Cup) Bid
Company
April 2003 – September 2004

Member of the Council of the University of Zululand
December 1997 to September 1998 when I resigned

Member of a five-person panel, headed by Constitutional Court Judge
[REDACTED] to select members of South Africa's Press Ombudsman's Office
March-May 1997

Member of the Board of Trustees, Foundation for Global Dialogue, SA
15 May 1996 – 30 September 1997

Member of the Board of Trustees, Don Caldwell Memorial Trust
May 1993 – November 1995

Regular Political Commentator on Radio Metro and various overseas radio stations
July 1992 – December 2002

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CONFIDENTIAL C.V.

On

[REDACTED]

[REDACTED]

Born: [REDACTED]

South African Citizen

[REDACTED]

Languages English, Afrikaans, Zulu and Sotho

Personal interests Soccer, rugby and game viewing

Mobile is [REDACTED] and email is [REDACTED]

Qualifications

BEng, Honours, Brighton University (Polytechnic), United Kingdom, 1991

MEng (Engineering Management), Warwick University, United Kingdom, 2001

Other courses

Company Law (one year), United Kingdom, 1988

Accounting (one year), United Kingdom, 1989

Engineering Project Management (two years), United Kingdom, 1991

Wilge Power Station Hands-on Awareness Programme, 1992

Investment in Excellence, Wilge Power Station, 1992

Understanding Racism and Developing Good Practice, 1994

Accelerated Development Programme, Eskom, 1997

Leaders Challenge, 1996

Global Utility Management Programme, Sanford University, USA, 1996

Commonwealth Top Management Development Programme for Public Enterprises, National University of Singapore, Singapore, 1997

Issues in Leadership, Witwatersrand Business School, 2001

Leadership and the Capacity to Change, Guy Charlton and Associates, 2002

Edward de Bono, 2002

Stephen Covey, 2002

David Norton, 2002

Directorships and Memberships

Board Member of the South African National Energy

Association (SANEA), since February 2009 - former

**Member of Eskom Committee for the Transformation of the Electricity
Distribution Industry (EDI) - former**

Board Member of City Power - former

Board Member of Gate Cape Maropha, Vanderbijlpark - former

Director of Tswelopele (BEE partners of Sasol)

Board Member of Ithemba Institute of Education – former

Board Member of South African Wind Energy Association – former

Board Member of South African Independent Power Producers Association

Board Member of Suzlon Wind Energy South Africa - former

Board Member of Centlec (Municipal Owned Entity) - former

Board Member of the Vaal River City - former

Member of The Presidential War-room on Eskom – former

Board Member of the Africa Energy Corporation, AEC

Board Member of The Peakers Company

Board Member, Chairman, of the The Peakers Trust

CAREER SUMMARY

- 1986 – 1986 JABULANI SCHOOL, Evaton
Part-time Teacher
Maths and Physical Science Teacher
Also Taxi Driver
- 1987 – 1987 VAAL REEPS GOLD MINE, Orkney
Learner Official
Responsible for improving employee and management relationships and mine safety.
- 1988 – 1990 ACADEMIC SABBATICAL
Brighton University
- 1990 – 1991 ASDA SUPERMARKET, United Kingdom
Twilight Manager
Responsible for stock-taking and price tagging.
- 1991 – 1991 CIRCUIT BREAKERS INDUSTRIES (CBI), Elandsfontein
Testing Engineer
Induction work
Responsible for testing of domestic and heavy duty circuit breakers.
- 1992 – 2001 ESKOM

- 01/1992 – 11/1992 Assistant Engineer, Generation Power Station Electrical Engineering
Design (PSEED) at Megawatt Park.
- 11/1992 – 11/1993 Assistant Engineer, Johannesburg Distributor, Eskom Centre
- 11/1993 – 05/1996 Contract Manager / Design Engineer, Transmission Line Technology, Megawatt Park
Responsible for the transmission design and optimisation team and project manager for line construction including the [REDACTED] line.
- 06/1996 – 12/1996 Executive Assistant, Distribution Key Customers, Eskom Centre
- 01/1997 – 04/1997 Acting Key Customer Relations Manager, Distribution Key Customers, Eskom Centre
Responsible for ensuring delivery of specialised one-stop service to national mines excluding coal mines.
- 04/1997 – 09/1998 Area Manager, Eskom Customer Services, Johannesburg
Responsible for ensuring efficient and effective revenue management and delivery of customer services to all customer segments including industrial, commercial, agricultural, residential, redistributors and key customers where appropriate within a customer service area.
- 09/1998 – 08/2001 Capital Programme Manager, Eskom Distribution Group, Central Region, Eskom Centre
Tender board position.
Responsibilities included:
- Maintaining tight discipline and control areas of responsibility.

- Ensuring that the capital programme was adhered to, costs and wastage was minimised and optimal balance between cost, time and quality was achieved
- Chairman of the Procurement Tender Committee
- Manager for Projects Manager, Contracts Managers and Resource Managers managing the regional CAPEX, OPEX, AA and Black Economic Empowerments.
- Member of the Regional Operations Committee strategising, implementing and managing the running of the region including customer care centre, area offices, finance, human resources etc.

Achievement:

Selected onto the Steering Committee of Eskom's Integrated Learning Programme (ILP) chaired by [REDACTED] (ex. Human Resources Executive Director).

2001 to 2010 CITY POWER (PTY) LIMITED

09/2001 – 02/2002 General Manager: Planning and Technology Operations Group

Responsibilities Included:

- Managing the creation of new assets.
- Establishing and managing the refurbishment.
- Upgrading and strengthening strategies and plans.
- Ensuring compliance to standards including NRS047/048 as stipulated by the NER.
- Establishing and managing relevant processes and value chains.
- Ensuring that new relevant technologies are investigated for optimal and sustainable network.
- Developing standards and code systems.

03/2002 – 11/2003

Vice President: Customer Services

Responsibilities included:

- Managing customer relations in all sectors.
- Managing meter reading, billing, cash collection and revenue protection.
- Managing the information management within City Power.
- Ensuring that the NER quality of services was met.
- Chairman of the Procurement Council.
- Chairman of the Information Systems Board.
- Chairman of the Skills Development Forum.

12/2003 – 02/2006

Vice President: Operations Group

Responsibilities included:

- Managing the maintenance execution.
- Managing the network availability.
- Asset creation.
- Managing the energy purchases.
- Managing the technical support services (metering, transformer maintenance and telecommunications).
- Managing public lighting.
- Safety, health, environmental and risk management.
- Member of the Procurement Council.
- Chairman of the Capital Investment Committee.

02/2006 – 04/2007 Acting Managing Director

05/2007 – 09/2010 Managing Director

Managing 10 direct reports with a direct staff complement of 2000 and an indirect staff of more than 3500 (consultants, temps, contractors, subcontractor, expanded public works programme)

Manage Kelvin Power Station PPA – Generation

Manage energy purchase agreement between City Power and Eskom

Built and maintained transmission, distribution, reticulation and electrification/service connections infrastructure

Acquire and connect customers – Industrial, commercial, agricultural and residential

Revenue management – meter, bill, collect revenues

Improve quality of supply – NRS 048

Improve quality of service – NRS 047

Perform customer satisfaction index

Manage stakeholder's relationships – shareholders, customers, suppliers, contractors, consultants, government, politicians,

Achievements:

- ISO accreditation for City Power:
- ISO 14001 (Environmental Management System)
- ISO 18001 (Health and Safety Management System)
- ESI Africa Utility Chief Executive Officer of the Year 2009 award.
- 2009 South Africa's top performing companies in the public sector as a result of its sustained excellence in corporate performance.
- 2009 South Africa's Top 500 Companies as a result of its contributions to the growth of the economy and job

creation and highly commended in the sector for its energy efficiency initiatives.

- Member of the City Manger's committee on operational matters
- Raising billions for City Power through Joburg Treasury, National Treasury, DBSA, Department of Energy, Export Credit Agencies such as KWF and US Trade and Investment
- Reduced theft of electricity

10/2010 to 02/2015 Suzlon Wind Energy South Africa (SWESA)

Chief Executive Officer

Responsibilities Include:

- Stakeholder engagement, Internal and external
- Running of day to day business for Suzlon South Africa
- Development of new business
- Building up a customer portfolio for South Africa
- Customer agreements and sub contractor agreements
- Suzlon brand building
- Engineering, Procurement and Construction
- Operating and Maintenance Services
- Manage stakeholder's relationships – shareholders, developer, eskom, government, politicians, customers

Achievements:

- Suzlon board member
- Board member SANEA, SA National Energy Association
- Board member SAWEA, SA Wind Energy Association
- Board member SAIPPA, SA Independent Power Producers Association
- Board member Centlec, Mangaung Electricity Distributor
- Board member Cape Gate Marepha
- Energy Parliament Portfolio Committee invited member
- Nominated for best male leader 2013

02/2015 to 01/2018 Energy Advisor to the State President of RSA

Responsibilities include:

- Interact with Eskom
- Ensure the success of "The War Room" on Eskom
- Stop load shedding
- Ensure enough power supply
- Stimulate the economy
- Stabilise the electricity network
- Support and stimulate more REIPPP projects
- Improve customer satisfaction
- Improve political satisfaction
- Interact with Central Energy Fund and its subsidiaries
- Stimulate the nuclear, oil and gas energy projects
- Support the Inga hydro project in the DRC
- Support the Mozambique gas to RSA project
- Support other African states on energy initiatives

Achievements:

- Stopped load shedding
- Commissioned new plants into the grid (Eskom and IPP's)
- Improved Eskom asset management – new built and plant maintenance
- Member of the Reform of SOE's committee
- Member of the Presidency investment committee

Jan 2019 to date

Chief Executive Officer

Africa Energy Corporation (AEC)

Subsidiary of Nefawu Investment Holdings (NIH)

New entity that is participating in the energy industry

Jun 2019 to date

Chairman

Peakers Trust

A trust company that holds 10% of The Peakers Company

Peakers company owns Avon +600MW and Dedisa +350MW diesel power stations

Aug 2020 to date Advisor to the Joburg MMC for energy

Aug 2020 to date part of the Administrator to Emfuleni municipality in the Vaal

References

[REDACTED]
[REDACTED]

Former MTN CEO

[REDACTED]

[REDACTED]

University of Johannesburg

[REDACTED]

[REDACTED]

[REDACTED]

Biotherm Energy – shareholder

[REDACTED]

[REDACTED]

Neiawu Investment Holdings

[REDACTED]

[REDACTED]

[REDACTED]

Standard Bank SA

[REDACTED]

Appraisal Overview

[REDACTED] started as a taxi driver. He became a part-time teacher teaching maths and science and became a mining official working underground in a gold mine. He then got a scholarship to study in the U.K. that was the beginning of his long energy career.

[REDACTED] obtained his B. Eng. Honours degree in Electrical and Electronic Engineering in 1991. He also holds the MEng In Engineering Management. Silas has attended some of the highly recognized leadership and management programmes both nationally and internationally.

He started his career in the electricity industry when he joined Eskom in 1992 where he worked as an engineer in the generation group. Amongst areas that he was involved in is the normalisation of Soweto. He was also appointed as a contract manager for key projects like Alusaf and Matimba-Bulawayo. While at Eskom, he was appointed as a Key Customer Relations Manager looking after the mining industry and was responsible for the electrification of Soweto, Orange farms, Stretford, Braamfischer, Ebony Park, Ivory Park, Kaalfontein, Evaton, Sebokeng, Sharpeville, Boipatong, to mention a few. This allowed him to empower locals by appointing them as prepaid vending companies within their communities. He chaired different committees including the Human Resources Development Programme, which awarded millions of rands for scholarships and employee development. He was one of the few mentors that mentored 40 women under the Eskom CEO Women Development Programme.

He joined City Power as a General Manager Planning and Technology and was soon promoted to a Vice President, Customer Services. Because of the knowledge and passion he has for Engineering Operations Silas was then appointed as a Vice President of Operations in December 2003 and served on Executive Management Committee as well as a number of Board committees within the organization. Silas has an extensive experience in both business and strategic management. He acted in the position of CEO since February 2006, and was appointed Managing Director of City Power in May 2007. While at City Power, Silas upgraded the electricity infrastructure to minimize the power outages. He installed streetlights to improve safety in the evenings. He installed smart lighting on the Mandela bridge to make it attractive at night. He electrified Alexandra, Lehae, Diepsloot, Zakhariya Park Extension, to mention a few. He also led City Power to a very successful 2010 World Soccer Cup. He started a City power scholarship that sponsored a minimum of 20 students at universities per year since 2003. He led a community development programme whereby millions were spent in buying uniforms for poor students, building crèches, developing vegetable gardens. He hosted an annual golf event and raised R1.5m and more, yearly, for the poor communities. His annual staff costs were [REDACTED] his annual energy purchase costs were [REDACTED] his annual OPEX budget was [REDACTED] his annual CAPEX was [REDACTED] total yearly revenue was [REDACTED]

He led City Power to the:

- ISO accreditation ISO 14001 (ENVIRONMENTAL) and ISO 18001 (OCCUPATIONAL HEALTH & SAFETY).
- Unqualified report by Auditor General, 2006/7, 2007/8, 2008/9 financial years
- 2009 SA's Top Performing companies in the public sector as a result of its sustained excellence in corporate performance
- 2009 SA's Top 500 companies as a result of its contributions to the growth of the economy and job creation and highly commended in the sector for its energy efficiency initiatives
- 2009 National Productivity Awards for outstanding achievement in Productivity Improvement in Public sector utilities
- Member of Advisory Committee for Johannesburg University
- Member of City of Joburg Credit Evaluation Team – Moody's Credit Evaluators
- Silas has been awarded the ESI Africa – Utility Best CEO of the year 2009
- Silas has been appointed as a member of YPO, Young Presidents Organisation.
- He was also voted as the President Elect for the AMEU
- He was appointed as the Vice President of the Amalgamated Municipal Electricity Undertaking

Silas decided to leave the public sector to join the private sector. He was then appointed as CEO of Suzlon Wind Energy South Africa (SWESA).

SWESA is one of the top 5 largest manufacturers of wind equipment worldwide. Suzlon is the only manufacturer that can develop wind projects, do the engineering/procurement/construction of wind projects and also maintain the projects. Suzlon employs more than 32,000 people in 32 countries and has got more than 18,00MW installed capacity worldwide. It is the only wind company that focuses on emerging markets.

Silas Zimu has implemented gender-sensitive recruiting practices and appointing women to management and director positions within Suzlon South Africa thus creating an inclusive and non-discriminatory workplace aimed at helping women managers and executives realize their career ambitions.

He ensured that Executive positions are held by women in Suzlon Wind Energy South Africa. Vice President Finance and Vice President Projects are black women resulting in Black women holding 67% of Directorship positions. 100% of Directors are Black.

██████████'s all-round approach has seen Suzlon Wind Energy South Africa employ a total of 42% women through the rest of the echelons of the organization. This has meant that ██████████ has a strict recruitment policy which does not only window dress the recruitment of blacks and women, but ensuring that competent people are placed in suitable positions to ensure a win-win situation for both the company and the employees.

Despite the national shortage of Black engineers in South Africa, 75% of engineers in Suzlon are Black. Given a lack of experience in building wind farms in South Africa ██████████ has recruited expats to


DIRECTOR-GENERAL: MILITARY VETERANS

REF NO: DMV01/07/2020

CLOSING DATE: 21 AUGUST 2020

Ser No	INITIALS	SURNAME	EMPLOYMENT	CURRENT POSITION	DURATION IN POST	SAS Experience	Qualifications			BIOGRAPHIC PROFILE	KEY RESPONSIBILITIES IN CURRENT POST AS STATED IN THE CV	Comments
							POST GRADUATE QUALIFICATION	OTHER TERTIARY QUALIFICATION	SAR/Equal			
1	ME	[REDACTED]	DEPARTMENT OF DEFENCE (SANDF)	DEPUTY CHIEF HUMAN RESOURCES	9 YEARS	20 YRS	NO	NO	NO	60 YEARS OLD AFRICAN FEMALE LIVING WITH A DISABILITY	<p>1. SUPPORTS CHIEF HR IN THE PROVIDING OF STRATEGIC DIRECTION 2. DIRECTS THE EXECUTION OF COMPLIANCE WITH RESPECT TO GOVERNANCE 3. ENSURES DECISIONS TAKEN BY COMMAND BODIES ARE IMPLEMENTED 4. ENSURES THAT PERFORMANCE AGREEMENTS OF GENERAL STAFF ARE ALIGNED TO COMPETENCY FRAMEWORK 5. ENSURES PROCESSES TO PREVENT REGULATORY UNAUTHORIZED MATERIAL EXPENDITURE</p>	APPLICANT DID NOT ATTACH MATRIC CERTIFICATE

2	N	[REDACTED]	DEPARTMENT OF MILITARY VETERANS	ACTING DEEG. COORDINATE SERVICES (PERMANENTLY EMPLOYED AS CHIEF DIRECTOR STRATEGIC SUPPORT)	9 YEARS AS A CHIEF DIRECTOR AND HAS BEEN ACTING DDO FOR ABOUT A YEAR	14 YRS	1. MASTERS IN LAW IP (OCTBER) 2. MASTERS IN LAW (MAY) 3. MASTERS IN EDUCATION 4. MASTERS IN EDUCATION	1. LIB 2. BSC 3. PASC	YES	57 YEARS OLD AFRICAN FEMALE	1. PROVISION OF CORPORATE SERVICES 2. PROVISION OF OPERATIONAL, DIRECTORIAL & COORDINATION OF RESEARCH, POLICY, STRATEGY AND OPERATIONAL PLANNING 3. MANAGEMENT OF FACILITIES 4. PROVISION OF INTEGRATED HUMAN RESOURCES MANAGEMENT 6. PROVISION OF ICT	APPLICANT DID NOT ATTACH MAINTIC CERTIFICATE. ALREADY WORKING IN THE DEPARTMENT THRU PRIVY TO ITS DYNAMICS
3	N	[REDACTED]	MILITARY VETERANS	DOO. DVA	4 YEARS	10 YRS	1. BA HONS DEVELOPMENT STUDIES 2. POST GRAD DIPLOMA IN PUBLIC	DIPLOMA IN DIPLOMACY ADMINISTRATION	NOT ATTACHED	59 YEARS AFRICAN FEMALE REGISTERED IN NATIONAL MILITARY VETERANS DATABASE	1. CHAIR OF ICT ADVISORY COMMITTEE 2. WAS EXECUTIVE FOR COMPLETE AFFAIRS AT DIMENSION DATE 3. WAS GENERAL MANAGER AT WTN 4. WAS CHIEF INFORMATION OFFICER AT DRCO 5. WAS HEAD OF PROCLAMATOR AT SITA	
4	59	[REDACTED]	DEPARTMENT OF EMPLOYMENT & LABOUR	CHAIRPERSON ICT ADVISORY COMMITTEE	1 YEAR	23 YEARS	BACHELOR OF SOCIAL SCIENCE IN SOCIOLOGY & POLITICS.	POLITICAL ECONOMY AND PHILOSOPHY DIPLOMA	YES	60 YEAR OLD AFRICAN MALE		IN COLUMN L, LISTED CANDIDATE'S PREVIOUS POSTINGS AS CHIEF/NEEDS ANALYSIS AS CHAIR OF ICT COMMITTEE NOT LISTED IN CV

5	CT		OFFICE OF THE PREMIER - EN	GENERAL MANAGER SECURITY SERVICES	09 YEARS	13YRS	BACH DEGREE IN SECURITY RISK MANAGEMENT 1	YES	52 YEARS OLD AFRICAN MALE, REGISTERED IN THE NATIONAL MILITARY VETERANS DATABASE	1. MAINTENANCE OF PERSONAL SECURITY OF THE PREMIER, 2. MAINTENANCE OF PERSONAL SECURITY OF DIRECTOR GENERAL, PROVINCIAL GOVERNMENT STAFF AND VISITORS, 3. MAINTENANCE OF CT SECURITY DOCUMENTS AND COMMUNICATION SECURITY, 4. COORDINATES SECURITY RISK ASSESSMENT, 5. ENSURES A CONDUVE ENVIRONMENT AT ALL PROVINCIAL GOVERNMENT	SERVED AS THE HEAD OF DEPARTMENT FOR COMMUNITY SAFETY AND LIAISON FOR 5 YEARS
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4-1-20

1. Lieutenant General (Retired) T. T. Matanzima
Call: 072 234 4059
2. Ms Sue Rabkin
Cell: 083 258 6505
3. Prof Cheryl Hendricks
Cell: 082 770 4729

REFERENCES

- > Written numerous articles for the soldier magazines and professional journals.
- > Contributed a chapter in the book, "Building Peace from Within: An Examination of Community Based Peace Building and Transitions in Africa".
- > AUTHOR: Memela-Motumi, N.E. (2009). Spear of hope: Affirmative action, Transformation and Reconciliation in the new SANDF.

PUBLICATIONS

- > 30th year Loyal Service Medal
- > Southern Cross
- > Military Merit Medal
- > Unitas Medal for Integrating into the new National Defence Force
- > Operational Medal for Southern Africa and South Africa Service Medal

MILITARY DECORATIONS

- Visited child detainees in prisons so as to boost their morale and brief them on the status quo.
- Educated families about their limited "rights" under the State of Emergency Regulations.
- Formed and facilitated group work among children on their release to share their experiences.
- Negotiated with School Principals for the reinstatement of child detainees in order to further their education

1993

- Liaised with Tertiary Institutions for academic placement of Returnee students.
- Under the banner of the Joint Military Coordination Committee led by Comrade Hagger, Ntsiki advocated for the development of new Social Work principles in support of the emergent SANDF.
- Influenced the type of social work programmes and services to be rendered.
- Ensured the provision of social rehabilitation services for the mentally and physically handicapped ex Umkhonto we Sizwe (MK) combatants.
- Facilitated the registration of NSF Social Workers with the Professional Social Services Council.
- Contributed to the development and execution of the Psychological Integration Programme (PIP) whose purpose was to build Force Cohesion amongst former Adversaries.
- Was responsible for the recruitment of Progressive Social Workers so as to serve in the new SANDF.
- Supervised and monitored the quality of services rendered by Social Workers at the assembly areas.

ORGANISATION

Johannesburg Child Welfare Society

Commencement Date

January 1986 – October 1987

Position held

Counsellor – Children/Detainees

KEY RESPONSIBILITY AREAS

- Was responsible for the counselling of parents and child detainees.

ORGANISATION

African National Congress (ANC)

Commencement Date

1985

Position Held

Head of ANC Social Welfare Unit

KEY RESPONSIBILITY AREAS

1990 – 1992

- With the support of Comrade Max Sisulu, organised a conference whose purpose was to develop a common **Social Welfare Concept and Policy** for the Movement.
- Through the ANC National Executive Committee's directive, **established Social Work nodal points** in Lusaka, Zimbabwe and Tanzania, (Mazimbu and Dakawa).
- **Offered counselling services** to the ANC community in exile.
- Served in the ANC's **Repatriation Committee** with the late Comrade Jacky Selebi and Mrs Zanele Mbeki
- Was amongst the first Returnees on the mission to brief the **Mass Democratic Movement (MDM)** on the profile of the returning exiles.
- With the appointment of Mama Winnie Mandela as the head of the ANC Welfare Department, Ntsiki served as a **Social Worker under her leadership.**
- Her main responsibility was to formulate **Social Work policy on services to be rendered.**
- **Counselled families of MK combatants** whose sons and daughters would be returning home with **physical disabilities and mental health issues.**
- Conducted **home visits to monitor** the Returnees' resettlement and reintegration in SA communities, especially the elderly and disabled.
- Referred returnees to other welfare agencies for further assistance where necessary.

ORGANISATION	South African National Defence Force
Commencement Date	1 January 1998 - 1 April 2000
Position	Deputy Director Social Work Services- SA Military Health Services
Military Rank	Colonel

KEY RESPONSIBILITY AREAS

- Responsible for the recruitment, selection and placement of Social Work Officers.
- Nominated Social Work Officers for **Military Development Courses**.
- Ensured that Social Work Officers who were course qualified received their rank promotions timeously.
- Responsible for the filling of vacant posts and budget management for the Directorate Social Work.

ORGANISATION	South African National Defence Force
Commencement Date	27 April 1994 - 1 January 1998
Position	Assistant Director, Social Work SA Military Health Services
Military Rank	Lieutenant Colonel

KEY RESPONSIBILITY AREAS

- Monitored the call-ups for the **Integration process of Non-Statutory Forces (NSF)** at the Assembly Areas.
- Ensured that the needs of Military Veterans were **effectively addressed**.
- Was part of the Selection Board that ensured the **placement of Non-Statutory Forces Social Workers** into the new SANDF.
- Ensured that NSF Social Workers were **nominated for Functional Bridging Training**.

ORGANISATION

South African National Defence
Force (SANDF)

Commencement Date

1 April 2000

Position

Director Social Work Services
SA Military Health Services

Military Rank

Brigadier General

KEY RESPONSIBILITY AREAS

- Determined and provided **strategic direction and planning** in alignment with directives received from the Departments of Defence and Social Development.
- Developed **Social Work policies** and monitored the **Implementation** thereof.
- Managed the general functioning of the Directorate Social work.
- Provided **expert social work advice** to the Surgeon General and the Chief of the SANDF.
- **Established working relations** with Social Work departments from other Armed Forces for the **sharing of best practices**.
- Served as the **Chief of Operations** in the **conduct of a research** which ensured that the lives of SANDF soldiers and their families were **prolonged through access to Anti-Retroviral Therapy (ARV's)**.
- **Built strong relationships** with other Welfare Entities and Community Based Organizations.
- Initiated **Income generating projects** for the wives of **lower ranking soldiers**.
- Facilitated the **registration of Early Development Centres** within military villages with the department of Social Development.

ORGANISATION

South African National Defence
Force (SANDF)

Commencement Date

2006 - 2011

Position

Chief Director Transformation
Management

Military Rank

Major General

KEY RESPONSIBILITY AREAS

- **Conducted research** on pertinent issues, and **incorporated Gender perspective** in the Military Strategy and Doctrine.
- Developed the DOD Transformation Policy that addresses **human rights, and equity principles** which **contributes to Mission-Readiness** of the SANDF.
- **Developed a Gender Mainstreaming Policy and Strategy** to support the implementation of National, Regional and International Protocols and Prescripts.
- Incorporated a **Gender module** in all **Military Development Courses** for the creation of a just, fair and inclusive organization.
- Conducted **site visits** in SANDF Units, to promote effective and efficient **monitoring and evaluation**.
- Implemented **Change Management** strategies that effected paradigm shifts for behavioural changes in accordance with the principles enshrined in our country's constitution.
- Contributed to the Annual SADC Personnel Work-group Meetings under the banner of the Interstate Security and Defence Committee (ISDC).
- **Built strong relationships** with colleagues in the Security Sector and compatriots in **Civil Society organizations** so as to bring Defence closer to the people of South Africa.

EMPLOYMENT BACKGROUND

ORGANISATION

South African National Defence Force (SANDF)

Commencement Date

01 October 2011 – To date

Position

Deputy Chief Human Resources

Military Rank

Major General

KEY RESPONSIBILITY AREAS

- To support CHR in the provision of **strategic direction** on human capital management in the DOD.
- Ensure that the HR Division's output support the **Mandate** of the DOD and **Government's outcomes**.
- Direct the execution of **compliance with respect to governance** matters, and further ensure the implementation of **key internal controls** in order to achieve a clean audit.
- Ensure that the **decisions** taken at the various Command Bodies are **implemented** and feedbacks submitted **timeously** to both **internal** and **external** stakeholders. In addition, **monitor and evaluate** the impact of HR Division's Service delivery systems.
- Coordinate and facilitate **leadership dialogues** for the General Staff which underscores adherence to due processes in order to **prevent irregular, unauthorized wasteful expenditure**.
- Ensure that the **performance agreements** of the General Staff are aligned to the **competency framework** that equips them with the skills to **effectively lead** during peace times.
- Advocated and crafted a **DOD instruction** which afforded **graduate interns** opportunities to ignite their fully **professional and personal development** for a better life.

NAME:

[REDACTED]

POSITION HELD:DEP MINISTER: JUSTICE AND CONSTITUTIONAL
DEVELOPMENTCELL:

[REDACTED]

NAME:

[REDACTED]

POSITION HELD:DDG: National Department of Arts and Culture and
former HOD: Department of Arts and CultureCELL:

[REDACTED]

Cell: 0824584228

Slingspruit

- President of South African Security Forces Union (SASFU)
- Chairperson of the Provincial Committee dealing Business Disruptions and Instability in the Freight industry
- Deputy chairperson of the Security Managers Forum (KZN)
- Chairperson of the Technical JCPS Cluster
- Chairperson of the Public Protests Technical committee
- Provincial Chairperson of MKMVA
- Acting Provincial Chairperson of SANCO
- Branch Chairperson of Ward 13 Slangspruit, Moses Mabida Region
- President: Jikeleza Business Forum

HOBBIES AND INTERESTS

WATCHING SPORTS, SOCCER, MUSIC AND READING

PERSONAL TRAITS

The following are my strongest qualities:

- Ability to identify strengths and resourcefulness within group dynamics and utilize that effectively to achieve the outcomes of the task.
- Ability to nurture potential strengths in individuals in order to maximize all members input in group activities.
- Am tolerant and understanding yet firm and just. I do possess a proactive approach to resolving and managing conflict situations.
- Am a team player who respects the differences in others whilst maintaining high levels of Integrity and diplomacy when dealing with confidential matters
- Am meticulous and articulate to detail.
- Ability to work under extreme pressure and always meets deadlines.
- Am honest and reliable with a pleasant disposition and can effectively deal with effective communication at all levels..

REFERENCES

NAME:

[REDACTED]

POSITION HELD:

DIRECTOR GENERAL

CELL/TEL:

[REDACTED]

- As the HcD and team leader in the numerous activities which formed part of my formal job requirement as well as in the various social and community outreach programmes that I was engaged in required managing, coordinating and directing large scale programmes Internationally, Nationally and Provincially which was inclusive of Presidential special outreach projects and CIVIL sector.

Financial Management:

- My knowledge and acumen of financial skills and business planning stems from the Intense involvement in project proposal and budget crafting at the various spheres of Government, Local Government as well as Provincial levels.
- Networking extensively with communities, government and non-governmental organizations over the years have sharp focused my competencies needed for strategic thinking, negotiating and marketing in strengthening financial partnerships.

Team Management:

- The successes and accolades obtained through project engagements can be attributed to my being a team player, quick to build capacity were needed, a keen and patient listener and always understanding the needs of group dynamics.
- Being a provincial chairperson and branch chairperson , Union, Civil activist afforded me opportunities to make invaluable contributions to policy development and implementation but more importantly multi-skilled me with conflict resolution and time management strategies.

Computer Literacy skills:

- Advanced Word Processing (MS Word, Corel WordPerfect, Open Office)
- Desktop publishing.
- Database spreadsheets

Research Skills:

- Research fieldworker with excellent interpersonal interviewing skills and ability to supervise direction of research.
- Coordination, collation and compilation of data
- Interpretation, synthesising and analysis of data.

LEADERSHIP AND MEMBERSHIP ROLES

COMPETENCY PROFILE

Core Management Competencies

- Strategic Capability and Leadership
- Project and Program Management
- Financial Management
- Change Management
- People Management and Empowerment

Process Competencies

- Knowledge Management
- Service Delivery Innovation
- Problem Solving and Analysis
- Client Orientation and Customer Focus
- Communication

Knowledge:

- Public Service Act, Public Service Regulation. All prescripts with indepth knowledge of SA Police Services and metro Police services, Justice system, National Crime Prevention Strategy, Promotion of Access to Information Act and Public Finance Management Act., All core management functions (people management, human resources management, and public financial management).
- Knowledge and application of policies and legislative framework applicable to the SA Police and Crime Prevention Sector and the Social Cluster of the Province and the Country which supports Community and Safety Liason imperatives namely monitoring of police service delivery, formulation of police, social crime prevention and research including community policing and victim empowerment Project, Management protocols and systems guidelines
- Understanding of key stakeholders within the Justice, Crime Prevention, and Security sector (Security Cluster) and Civil Society of The Province and (and dynamics involved). External and Internal
- Understanding of training and capacity building needs in the context of security service deliverables
- Military Veterans Act of 2011

Project Management:

Morning, you sent it on 20 May
and I advised that they be sent to
the colleague whose name is in
the advert. I shared the names
with our colleague who's in charge
of the shortlisting process. 11:23

The spread sheet was names in
general.

There were names that were
specific for Prasa. Can I send them
to you? 11:25 ✓

Please do so my brother 11:25

[REDACTED]

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- o Ensure that the number of procurement transactions are managed
- o Ensure that the nature of procurement spend is managed
- o Ensure that there is savings on procurement spend
- o Ensure that procurement planning is managed
- o Ensure that SCM risk management is performed
- o Ensure that the department pays all compliant supplier invoices within 30 days of receipt of invoice

- **Diversity and Transformation**

- o Ensure that equity targets are met, 50% representation of women at SMS and 2% representation of persons with disabilities across all levels
- o Attraction of youth into the Public Service
- o Ensure that reasonable accommodation is provided to employees with disabilities and employees with small children
- o Ensure that reports have disaggregated data to show beneficiaries in terms of age, race, disability and gender

- **Implementation of the MISS and overall accountability for security in the Department**

- o Compile reports on the implementation of MISS
- o Establish a security committee for the Institution
- o Ensure that a security threat and risk assessment is conducted of the institution by the security committee
- o Ensure and oversee the development, implementation and maintenance of an internal security policy and directives
- o Ensure that Staff Members and Contractors with Access to Sensitive Information are Security Cleared
- o Ensure that security training and awareness programmes are implemented to sensitize employees and relevant contractors and consultants about the security policy and directives and the need to protect confidential information against disclosure.
- o Ensure that employees and contractors, to whom the institution may have to disclose sensitive or classified information are informed on a need-to-know basis and are contractually bound to keep such information secret.
- o Consider the recommendations made in the threat and risk assessment and implement security measures in the most efficient and cost effective manner that will ensure that identified security risks will be reduced to an acceptable level.
- o Implement measures to ensure the continuous monitoring of compliance with the Minimum Information Security Standards, the internal security policy and any directives issued.
- o Monitor the implementation of the safety plan

- Ensure that research on provincial safety priorities is conducted in the Province through strategic capability and leadership
 - Facilitate research on special projects commissioned by the Civilian Secretariat for Police through strategic capability and leadership
 - Facilitate the review of policing policies and directives within the Province through strategic capability and leadership
 - Review monitoring tools and safety models within the Province through strategic capability and leadership
- **Integrated Governance**
 - Development of protocol regarding Intergovernmental relations
 - Creation and maintenance of good working relationships with National Departments, Provincial Departments, Local Government, NGOS, and CBOs
 - Provision of institutional and strategic support to the MEC with regard to Inter-governmental and inter-sectoral fora
- **International and Regional Integration**
 - Ensure the performance of Special Projects
 - Cross border crime . As the Chairperson of the Provincial JCPS I was instrumental in the coordination of all the role players in the effort to curb cross border crime and police corruption that enabled the crimes to take place .
 - Firearms and explosives
 - Crimes against women and children
 - Wildlife crime and endangered species
- **Ensure the provision of corporate support services to the department**
 - Facilitate the provision of effective corporate services in the department through strategic capability and leadership, people management and empowerment and change management
 - Facilitate the provision of legal advice and support to the MEC and the Department through strategic capability and leadership and communication
 - Provision of strategic management services in alignment with the Department planning processes through strategic capability and leadership and change management
 - Monitoring and evaluation services within the department through strategic capability and leadership and change management
- **Develop and implement an effective and efficient supply chain**

PERIOD:

07 MAY 2015 – 7 MAY 2020

KEY PERFORMANCE AREAS

- **Promote effective and efficient police service and improved police conduct**
 - Ensure the monitoring and evaluation of police stations and SAPS specialized units within the province through strategic capability and leadership and communication.
 - Ensure that compliance audits on Domestic Violence are undertaken at all SAPS stations in the province through strategic capability and leadership and communication.
 - Monitor the implementation of IPID recommendations by SAPS through strategic capability and leadership and communication.
 - Monitor police visibility during major events / public protests / conflicts through strategic capability and leadership and communication.
 - Ensure that service delivery complaints against SAPS are addressed through strategic capability and leadership and communication.
 - Ensure the evaluation of SAPS case dockets takes place through strategic capability and leadership.
 - Facilitate the evaluation of police stations on the implementation of school safety crime prevention protocol through strategic capability and leadership and communication

- **Promote effective and efficient community safety partnerships and the implementation of crime prevention Initiatives.**
 - Facilitate the establishment of Community Safety Forums through strategic capability and leadership
 - Oversee the assessment of Community Policing Forums through program and project management and strategic capability and leadership
 - Facilitate the establishment of ward safety community structures through strategic capability and leadership and communication
 - Support provincial community safety structures program through strategic capability and leadership and program and project management
 - Facilitate the implement Crime Prevention Programs within the Province through strategic capability and leadership, program and project management and communication
 - Facilitate targeted Integrated Law Enforcement Initiatives within the Province through strategic capability and leadership and communication

- **Ensure effective and efficient police policies, practices, methodologies, safety models, monitoring tools and accurate policing needs through research**

INSTITUTION: OFFICE OF THE PREMIER
POSITION HELD: GENERAL MANAGER: SECURITY SERVICES
PERIOD: 01 MARCH 2011 – TO DATE

KEY PERFORMANCE AREAS

- Coordinate, facilitate and ensure the maintenance of personal security of the Premier.
- Coordinate, facilitate and ensure the maintenance of personal security of the Premier, Director General, other staff members of the Provincial Government, visitors or guests whilst in and around the offices of the Department and at official functions of the Government.
- Coordinate, facilitate and ensure the maintenance of the documents, ICT and communication security procedures within the Department.
- Coordinate a security risk assessment of the department and develop, implement, monitor and maintain department's security procedures and standards.
- The coordination and facilitation of the maintenance of the personal security of the Head of Provincial Government Administration, other staff members of the Department and visitors or guests whilst in and around the offices of the Department and at official functions of the Department;
- To ensure a conducive security environment at all Provincial Government departments, including those with a National Status, Parastatals and National Key Points (NKP) through the implementation of an effective security strategy and plan.
- To establish security mechanism that aim at ensuring that Provincial Government departments including those with National Status, Parastatals and National Key Points are safe and secured and comply with all relevant security prescripts.



INSTITUTION: DEPARTMENT OF COMMUNITY SAFETY AND LIAISON
POSITION HELD: HEAD OF THE DEPARTMENT

- OPS POTHER
- OPS STIPPER
- OPS HUMAN

KEY PERFORMANCE AREAS

- Planning & conducting crime prevention ops
- Cross border crime prevention
- Provincial disaster management
- Midlands taxi violence priority committee member

INSTITUTION: DEPARTMENT OF ARTS & CULTURE
POSITION HELD: MANAGER: SECURITY SERVICES
PERIOD: 01 APRIL 2007 – 31 FEBRUARY 2011

KEY PERFORMANCE AREAS

- Coordinate, facilitate and ensure the maintenance of the personal security of the Member of the Executive Council.
- Coordinate, facilitate and ensure the maintenance of the personal security of the Head of Department, other staff members of the Department and visitors or guests whilst in and around the offices of the Department and at official functions of the Department.
- Assist in the coordination of security services at multi-departmental official functions attended by the MEC or departmental representatives and routing and tracking of provincial government security service requests to NIA/SAPS;
- Conduct risk assessment on the security of the MEC and the Department and develop, implement, monitor and maintain the departmental security policy, procedures and standards.
- Coordinate, facilitate and ensure the maintenance of the information, physical, IT and communication security procedures within the department.

YEAR 2009

CERTIFICATE : SSA SECURITY MANAGEMENT/ADVISOR COURSE
 YEAR 2013

HONOURS/ AWARDS / RECOGNITION

DECORATIONS AND MEDALS: UNITAS MEDAL
 TEN YEARS GOOD SERVICE

EMPLOYMENT HISTORY:

INSTITUTION: SANDF

ATTESTATION DATE: 18/07/94

SERVING UNITS: NATAL COMMAND AND GROUP 9 HQ
 (PIETERMARITZBURG)

CORPS: SOUTH AFRICAN INFANTRY CORP

POSITIONS HELD:

- INTEGRATION LIAISON OFFICER KZN: 07/1994 - 03/1995
- OPERATIONS OFFICER: 03/1995 - 11/2000
- SO3 OPERATIONS PLAN: 12/2000 - 06/2003
- OPERATIONS ACTING SECTION HEAD: 09/2003 - 12/2003
- JUSTICE MANAGEMENT (ADJUTANT): 01/2004 - 01/2005
- UNIT SECOND-IN COMMAND (2IC): 02/2005 - 03/2007

PARTICIPATED IN THE FOLLOWING JOINT OPERATIONS WITH SAPS:

- OPS JUMBO
- OPS PAX
- OPS PAX II
- OPS MOSAIC
- OPS INTEXO
- OPS UNCLE JOHN
- OPS REWARD

VERST. /
IE OORSAK
L. GK SERTIF
NYSING OF VERHOERWIS OP WAT OORSPRONKELIKE DOCUMENT AAN
RANG IS NIE.



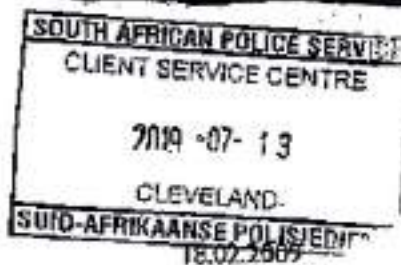
CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY) OF THE ORIGINAL DOCUMENT WHICH WAS PROVIDED TO ME FOR AN INVESTIGATION. I FURTHER CERTIFY THAT, FROM MY INVESTIGATION, NO CHANGES OR ALTERATIONS HAVE BEEN MADE TO THE ORIGINAL DOCUMENT.

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TAGSNUMMER / ORCE NUMBER: 714244505 RANG / RANK: COS
NAAM IN DRUKSKRIF / NAME IN PRINT: [redacted]
It is hereby certified that
Hiermee word gesertifiseer dat

successfully completed this certificate programme
hierdie sertifikaatprogram suksesvol voltooi het

PROGRAMME IN PUBLIC SECTOR FINANCE

Duration of programme
Duur van program



[redacted]
RECTOR
REKTOR

DATE
DATUM

[signature]
CHIEF EXECUTIVE OFFICER
HOOF-UITVOERENDE BEAMPTER

USB
Executive Development Ltd
Bestuursonwikkeling Bpk



- * RESEARCH METHODOLOGY
- * STRATEGIC MANAGEMENT

YEAR PASSED: 2010

ACCREDITATION / CERTIFICATION/ FORMAL TRAINING

ACCREDITATION QUALIFICATIONS:

S/NO	COURSE	RANK	DATE
01	JUNIOR BRDG	LT	95/11/13 - 96/04/19
02	PLATOON CMDR (CONVENTIONAL)	LT	96/04/22 - 96/05/17
03	CORPS TRAINING AREA PROTECTION RURAL	LT	96/05/20 - 96/06/07
04	OFFICER FORMATIVE	LT	97/09/22 - 97/12/18
05	DRIVING AND MAINTENANCE	LT	98/07/06 - 98/09/04
06	ANTI TANK (ATK)	LT	00/02/07 - 00/03/31
07	COY 2IC	CAPT	00/10/23 - 00/12/01
08	MORTAR BATTLE HANDLING	CAPT	01/05/14 - 01/06/08
09	MILITARY LAW	CAPT	01/10/29 - 01/11/30
10	COMPANY COMMANDER	CAPT	02/01/28 - 02/03/29
11	INTEGRATED SUB UNIT COMMANDER (ISUC)	CAPT	02/05/20 - 02/06/21
12	ORG & PLANNING OF TRAINING	CAPT	02/08/12 - 02/08/23
13	BN CMDR (103)	MAJ	16/02/04 - 26/03/04
14	JUNIOR COMMAND STAFF DUTIES (JCSD)	MAJ	2005 -2006

CERTIFICATE: SA ARMY JUNIOR COMMAND AND STAFF DUTIES
YEAR 2006

FORMAL TRAINING KHAEDU PROGRAMME
YEAR 2006

FORMAL TRAINING CORE SKILLS AND DEPLOYMENT MODULES OF
PROJECT KHAEDU

- * INDUSTRIAL RELATIONS I
- * MANAGEMENT I
- * BASIC SECURITY PRINCIPLES AND PRACTICES
- * SECURITY LAW A
- * CRIMINAL INVESTIGATION A
- * BASIC FIRE PREVENTION AND SAFETY STRATEGY

SUBJECTS (2ND YEAR):

- * INDUSTRIAL SECURITY
- * LABOUR LAW
- * MANAGEMENT II
- * SECURITY LAW B
- * CRIMINAL INVESTIGATION B
- * OCCUPATIONAL HEALTH AND SAFETY LAW
- * SECURITY PRACTICE II

SUBJECTS (3RD YEAR)

- * SECURITY PRACTICE III
- * MANAGEMENT III
- * ACCOUNTING PRINCIPLES
- * CORPORATE INVESTIGATIONS

INSTITUTION:

UNISA

QUALIFICATIONS:

NATIONAL DIPLOMA SECURITY RISK MANAGEMENT

SUBJECTS:

- * ADVANCED CORPORATE INVESTIGATIONS
- * SECURITY RISK MANAGEMENT IV
- * RESEARCH METHODOLOGY
- * STRATEGIC MANAGEMENT

YEAR PASSED:

2006

INSTITUTION:

UNISA

QUALIFICATIONS:

BTECH DEGREE: SECURITY RISK MANAGEMENT

SUBJECTS:

- * ADVANCED CORPORATE INVESTIGATIONS
- * SECURITY RISK MANAGEMENT IV

EDUCATIONAL QUALIFICATION: ACADEMIC/ PROFESSIONAL

LAST SCHOOL ATTENDED: TECHNIKON SA

HIGHEST STANDARD PASSED: NATIONAL HIGHER CERTIFICATE

YEAR PASSED: 1989

TERTIARY QUALIFICATIONS

INSTITUTION: TELEPOST & TELECOMMUNICATION
COLLEGE (DAR-ES-SALAAM)

QUALIFICATION: TECHNICAL OFFICER (NATIONAL
CERTIFICATE)

YEAR: 1992 - 1994

SUBJECTS PASSED: * BASIC ELECTRONICS
* SEMI-CONDUCTOR & DIGITAL
TECHNIQUES
* LINE TRANSMISSION AND MULTIPLEX
PRINCIPLES
* SUBSCRIBER APPARATUS &
SWITCHING PRINCIPLES
* TRANSMISSION PRINCIPLES AND
MEASUREMENTS
* RADIO PRINCIPLES AND SYSTEMS
* BASIC MICROWAVE EQUIPMENT
* VHF EQUIPMENT (MOTOROLA)

INSTITUTION: UNISA

QUALIFICATION: NDIP SECURITY MANAGEMENT

YEAR: 2004

SUBJECTS (1ST YEAR): * COMMUNICATION IN ENGLISH

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ON 2000



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Handwritten notes: "2000", "10/10/00", "10/10/00"

GENERAL PURPOSE VOUCHER ENVOI POSSIBLES

1. Please be aware that a REQUESTED VOUCHER CAN ONLY BE ISSUED TO THE FOLLOWING COUNTRIES:

2. Before you do so you must be aware that the only valid vouchers are those issued by the SOUTH AFRICAN POST OFFICE. VOUCHERS ISSUED BY OTHER AUTHORITIES ARE NOT VALID. VOUCHERS ISSUED BY THE SOUTH AFRICAN POST OFFICE ARE VALID FOR ALL COUNTRIES. VOUCHERS ISSUED BY OTHER AUTHORITIES ARE NOT VALID.

REGISTERED RESIDENTIAL AND/OR MAIL ADDRESS

3. Please be aware that you must have a REGISTERED RESIDENTIAL AND/OR MAIL ADDRESS IN SOUTH AFRICA.

4. If you have changed your address, you must inform the SOUTH AFRICAN POST OFFICE of your new address. Failure to do so may result in the SOUTH AFRICAN POST OFFICE issuing you a voucher for a different address than the one you have registered. This may result in the voucher being invalid.

S. A. RESIDENT & CITIZEN



REPUBLIC OF SOUTH AFRICA
SOUTH AFRICA



SOUTH AFRICAN POST SERVICES
CLIENT SERVICES CENTRE
2020
SOUTH AFRICA

CURRICULUM VITAE

PERSONAL DETAILS

SURNAME: [REDACTED]

FIRST NAMES: [REDACTED]

IDENTITY NUMBER: [REDACTED]

DATE OF BIRTH: 15 AUGUST 1988

GENDER: MALE

MARITAL STATUS: DIVORCED

DEPENDENTS: 8

HEALTH: FAIR

HOME LANGUAGE: ZULU

OTHER LANGUAGES: ENGLISH
SOTHO
KISWAHILI
PORTUGUESE
KWANYAMA

RESIDENTIAL ADDRESS: [REDACTED]

TELEPHONE NUMBER: [REDACTED] (H)
[REDACTED] (W)
[REDACTED] (CELL)

NATIONALITY: SOUTH AFRICAN

DRIVER'S LICENCE: C1

CREDENTIALS AND RECOGNITION CERTIFICATE PAGINATED

S/N	NAME OF INSTITUTION	NAME OF QUALIFICATION	YEAR OBTAINED
1	ST JOHNS COLLEGE UMTATA	HIGHEST QUALIFICATION OBTAINED MATRIC JMR	1979
2	UNIVERSITY OF TRANSKEI	BSC,	1982
3	UNIVERSITY OF TRANSKEI	PGDE	1983
4	UNIVERSITY OF TRANSKEI	BED	1986
5	UOVS	MED	1991
6	UNISA	PBL,	2000
7	UNISA	MBL	2003
8	UNISA	LLB	2009
9	LLSSA (LEAD	CONVEYANCING PRACTICE	2009
10	UP	LLM (IP&CYBERLAW)	2018
11	UP	LLM EXTRACTIVE INDUSTRIES IN AFRICA	2019
12	LLSSA/LEAD	NOTARIAL PRACTICE	2009
13	UNISA	PLT	2009
14	HIGH COURT OF THE NORTHERN PROVINCE	ADMISSION CERTIFICATE	2009
15	NATIONAL TREASURY	GOVERNMENT ACCOUNTING	2000
16	NATIONAL TREASURY	INTERNAL CONTROL IN GOVERNMENT	2000
17	UNISA	CERTIFICATE IN LABOUR LAW(MICRO AND MACRO PERSPECTIVE)	2000
18	UNISA	ECONOMICS AND PUBLIC FINANCE	2000
19	UNISA	PROGRAMME IN ENTREPRENEURSHIP AND SMALL BUSINESS MANAGEMENT	2001
20	UNISA	COURSE IN LABOUR RELATIONS MANAGEMENT	2000
21	UP	CERTIFICATE IN AIRSPACE ANDTELECOMMUNICATIONS LAW	2013
22	UP	CERTIFICATE IN PUBLIC INTERNATIONAL LAW	2013
23	UP	CERTIFICATE IN ADVANCED HUMAN RIGHTS	2015
24	GAUTENG SOCIETY OF ADVOCATES	PUPILAGE COMPLETION CERTIFICATE	2016
25	LEGAL PRACTICE COUNCIL	LPC MEMBERSHIP	2019
INTERNATIONAL PROGRAMMES			
26	SIDA SWEDEN	ADVANCED INTERNATIONAL TRAINING PROGRAMME	
27	CANADIAN DEFENCE ACADEMY, OTTAWA	CIVIL - MILITARY RELATIONS PROGRAMME	2010
28	PRETORIA	DEFENCE SENIOR LEADERSHIP PROGRAMME	2007
CAPACITY BUILDING FACILITATION RECOGNITION			
29	DOE	20 YEARS SERVICE CERTIFICATE	2004
30	DOD	TORWARDS OUTCOMES BASED PLANNING	2009
31	DOD	DEEPENING OUTCOMES BASED PLANNING	2010-2011
32 A	SOUTH AFRICAN WAR COLLEGE	GOVERNANCE MODULE PRESENTATION	2012
B		CORPORATE MANAGEMENT MODULE	2013
C		STRATEGIC CONTEXT MODULE	2014
COMPUTER PROFICIENCY CERTIFICATES			
33	COMPUTER SERVICES	MICROSOFT OFFICE PACKAGE	1998
34		IDENTITY COPIES	

Vocational Education and Training Directorate (1996 – 1998)

Responsibilities:

- Responsible for Engineering Framework Committee- Involved in modernisation of engineering programmes in partnership with Industry and Business.
- Participated in developmental processes of standards in the various Industries and training boards especially the MEIETB.
- Developed, lobbied and secured approval for the implementation of the Communication Plan and Strategy for Curriculum 2005 as well as monitoring impact of such through independent service providers
- Developed the Policy, Strategy and marketing plan for Further Education and Training Sector

1984 – 1996

NYANGA SSS DEPARTMENT OF EDUCATION]

Maths and Science Head, Deputy Superintendent and Acting Superintendent

Achievements:

- Raised the Profile of the Institution Nationally and Internationally.
- Increased the participation and success rates of learners in science and economic related career pursuits by 80%
- Raised the profile and recognition of Mathematics as a language with high success rates and increased external efficiency of the programmes offered: as measured through forward and reverse tracer studies. Developed excellence and successful mixed (full-time and Adult learners) remedial programmes for learners with difficulties in their understanding of Mathematics.

Maths and Science Educator and Head of Division (1984 – 1991)

Achievements:

- Co-ordinated the Science Olympiad international Competition which led to some students qualifying for an exchange programme abroad
- Responsible for the recognition of Mathematics as a language to be learnt by all learners at the Institution
- Contributed to the increase in the participation rates in Engineering, Medicine and emerging careers.
- Responsible for the forging partnerships with Universities, Technicians and Business to identify emerging careers and possibilities for financial assistance of learners.
- Responsible for Career Guidance and counselling
- Responsible for a constant increase of pass rate in Mathematics of above 70% from 1985 till 1998
- Responsible for the establishment of an Adult Centre at Engcobo from 1988 and responsible for upgrading of competency and skills level of workers and Out of School Youth

References

Mr T. E. Molumi Ex - Director-General: Department of Military Veterans

Cell No: 0828012101 Tsepemo@umh@dod.mil.za

Lt General (Ret) T.T. Matanzima Retired Acting Seodef and Retired South African
Military Ombuds Cell No: 0828076504

Dr T Gamede Chief Policy Strategy and Plan, Department of Defence:
Defence Secretariat Cell No: 082 3396941 Thobekile.Gamede@dod.mil.za

- Task team member for the development of General and Further Education and Training Quality Assurance
- Co-ordinate the partnership and collaboration between Education, Labour and Department of Trade and Industry on learnerships, demand led programmes and learning support services
- Facilitated process leading to the Partnership agreement between Department of Education and Department of Labour on the joint venture on learnerships
- Development of procedures and criteria for registration of private further education and training institutions
- Responsible for the development of Funding system for Further Education and Training Sector
- Providing advice on DoE's strategic repositioning for regulating the private FET provision
- Developed in collaboration with DoL and other critical stakeholders the learnership framework which informed the identification of critical criteria for selection of learnership programmes, costing as well as the roles and functions of SETAs

Acting Director for Planning and Institutional Support (1996 - 1999)

Responsibilities:

- Participated in the Education cross-cutting Human Resource Development needs analysis for emerging careers for the Foresight Project: Department of Arts, Culture and Science
- Developed a working Paper on the components of a system for Learning support services in FET: Career Guidance, Placement, Pre and Post Counselling; Trend Analysis; Occupational Classification system in collaboration with the Skills Planning Development Unit (SPDU) of the Department of Labour
- As a DoE representative in the NSA Project Steering Committee charged with the development of a learnership system thus, produced the Framework for learnership and ETQA functions for SETAs, Framework for Learnership learning agreements and learning contracts
- Developed guidelines for the development of learnerships and skills programmes as well as costing framework which encompass planning, design, development, implementation, assessment and continually feedback through monitoring and evaluation
- Developed indicators for evaluation and impact assessment regarding efficiency and effectiveness as well as design and methodology for collecting reliable and valid data on the indicators.
- Developed the standards and Qualifications for ETD (Occupationally directedness) Standard Generating Body in partnership with Department of Labour
- Co-ordinating the development of a framework for partnership and collaboration between Department of Education and Department of Labour
- Identification of partnership arrangements necessary for the delivery of essential capacity building programme for the delivery of FET Act 1998 and National strategy: based on capacity audit
- Member of the Quality Assurance Coordinating Committee responsible for the determination of indicators for the Education For All (EFA) Project as well as the refinement of the instruments for systemic evaluation at grades 3, 6, and 9 in line with the planned curriculum reform plan
- Reference group for open learning research which evaluated the research that was outsourced to service providers
- Introduction and successful marketing of the learnership concept within the National and provincial Departments of Education
- Co-ordinate the partnership and collaboration between Education, Labour and Department of Trade and Industry on learnerships, for the development of demand led programmes and learning support services
- Development and securing approval of the Partnership agreement between Department of Education and Department of Labour on the joint venture on the roll out of learnerships within public FET colleges
- Development of unit standards for SDF through the in the ETDLP learnership working group
- Development of the template that informed the framework on the Funding system of learnerships as well as Further Education and Training Sector
- Development of the working paper the strategic positioning of youth programmes in partnership with DoL

- Developing Service Level Agreements for services that are to be outsourced within the unit
- In 2002, established a working group representative of provincial departments of education, DoL, SAQA, Umalusi, APPETD which provided strategic advice and input on the Instruments developed to regulate private FET provisioning in recognition of the schedule 4 constitutional obligation.

2004-2005 Department of Education 123 Schoeman Street Pretoria 0001

Chief Education Specialist: Further Education and Training Branch: Private FET Colleges Directorate

Responsibilities:

- Development of the model for analysis and evaluation of financial audits as part of financial and business risk assessment and evaluation of financial sustainability of business entities that operate within the education and training sector
- Development of administrative Instruments for amendment, conversion and monitoring and evaluation of business entities that offer private education and training within FET
- Coordinating quality assurance matters across ETQAs, SETAs Umalusi and SAQA so as to standardise the accreditation (programme and institutional) reports issued to private institutions
- Providing leadership in the monitoring of private FET institution through annual reporting and knowledge management information and business intelligence systems
- Conducting legal and financial due diligence which encompass financial and business risk analysis of institutions as well as evaluation of the applications through the determination process
- Drafting responses for the Registrar on the outcome of the financial and business risk assessment as well as responses to appeals lodged
- Coordinating the standardisation of the reporting format of Occupational health and safety audit reports with the Department of Labour and the accredited providers throughout the country

2001 - 2003 Department of Education 123 Schoeman Street Pretoria 0001

Chief Education Specialist: Further Education and Training Branch: Private FET Registration Directorate: Private and Public FET Colleges

Responsibilities:

- Development of resource mobilisation strategy that led to the establishment of the Private FET Registration Directorate
- Analysis of skills and competencies needed as well as development of the Directorates organogram, job analysis and descriptions for the various competencies required for the various positions.
- Responsible for the pre-registration survey of private FET institutions in South Africa
- Development of instruments for regulating private education provision and monitoring compliance to the legislative framework
- Development of the road map to inform the Department on the size and scope of private FET provision which included development of a concept paper, content planning and instrument design to collect the data for the pre-registration survey; capturing and analysis of data and verification through involvement of the critical external and internal stakeholders on the analysis and interpretation of data collected
- Development of the Working Paper on the private FET pre-registration survey, 2001
- Responsible to provide advice on the administrative, capacity requirements as well as operations strategy for the registration of private institutions in South Africa.

(2000) Chief Education Specialist: Further Education and Training - Planning and Institutional Support

Directorate: Special Programmes sub-directorate

Responsibilities:

- Reference group for open learning research

- Providing advice on DoE's strategic repositioning for regulating the private FET provision as well as identification of functions that could be resourced as well as the necessary monitoring of such
- Identified and presented necessary amendments to the FET Act to provide for regulating private FET institutions to the legal services business unit for consideration and submission through governance structures for approval
- Developed an HRD strategy to provide the staff with the skills and competencies to provide support for the regulating private FET institutions, ETQA coordination, curriculum reform (national curriculum statements for FET colleges) as well as institutional landscape for FET Private and FET Colleges during (2001 – 2003)
- Provided continuous strategic advice on possible fast tracking through collaboration with social partners through competition as well as responses from the Competition Tribunal
- Member of the Training Committee for the Department of Education and thus responsible for evaluating the HR planning and development within the Department as well as collation and finalisation of the WSP for ETDP Setas. As Skills Development Facilitator 2000-2003, identified training programs as well as accredited service providers, to utilise to help bridge the skills gap identified in the skills Audit for the unit
- As a DoE representative in the NSA Project Steering Committee charged with the development of a learnership system thus, produced the Framework for learnership and ETQA functions for SETAs, Framework for Learnership learning agreements and learning contracts
- Developed guidelines for the development of learnerships and skills programmes as well as costing framework which encompass planning, design, development, implementation, assessment and continually feedback through monitoring and evaluation
- Developed indicators for evaluation and impact assessment regarding efficiency and effectiveness as well as design and methodology for collecting reliable and valid data on the indicators.
- Developed the standards and Qualifications for ETD (Occupationally directedness) Standard Generating Body in partnership with Department of Labour
- Successfully Facilitated process leading to the Partnership agreement between Department of Education and Department of Labour on the joint venture on learnerships.
- Developed the learnership framework as well as the accompanying guidelines and criteria for selection and evaluation of learnership programmes in line with national priorities in the various economic sectors
- Development of template for evaluating business and financial risk of institutions as well as determination of risk transfer through partnerships between private and public institutions for delivery of learnerships
- Identification and Development Task directives for partnerships between private and public FET institutions as well as outsourcing of functions including the roll out of the marketing strategy as well as the perception survey
- In 2003 –2004 developed and secured approval of regulations, application forms and guidelines for regulating private institutions
- Development and implementation a medium to long term high impact integrated communication strategy (8 Ps) and plan to raise the profile of the debate around private institutions for the registration of private FET institutions, raise awareness on consumer protection as well as provide advice to the institutions on how to better position themselves for registration
- Mobilisation to secure of buy in through consultation with GENFETQAC/ Umalusi, SAQA, APPETD, SETA- ETQA Forum on accreditation, assessment and quality assurance issues as a means of promoting peer evaluation and continuous quality improvement
- Developed and implemented the resource mobilisation strategy for FET, with the evaluation of posts using business analysis techniques, which led to the establishment of the private FET registration Unit, which was elevated in 2003 to Director Level.

- Development of DOD submissions for the MINCOMBUD regarding additional resources for servicing force prep, readiness and employment in fulfilment of government ordered commitments
- Introduced Directorate Operational Plans as part of strategic planning, WSP and performance evaluation methodologies that strengthen alignment with the above HR practises.
- Successfully raised the profile and positioning of risk management within CPP, an intervention that led to the creation of a separate unit to address risk management within the strategy, policy and planning division, as well as the costing thereof.
- Provided leadership in the longitudinal desktop analysis of guidelines issued by the MinDef, SecDef and CSANOF as part of M&E as well as attribute mapping
- Developed working paper on the repackaging of the strategic plan in line with the Treasury Guidelines as amended as well as the monitoring the alignment of ENE processes and guidelines.
- Developed processes and system to inform the content development, consultation, quality assurance, (DTP) production, publication of strategic plans, quarterly reports, annual reports as well as presentations to various oversight committees.
- Created visibility of the need to resuscitate Project Ntuthwane. Developed the concept document that informs the programme structure, delivery mode, resourcing, the piloting and the roll out, which got approved by PDSC and is being implemented.

1996 – 31 July 2006

NATIONAL DEPARTMENT OF EDUCATION

Chief Education Specialist: Further Education and Training Branch

Directorate: Private FET Colleges

Achievements:

- Developed models and templates for conducting financial and business risk assessment
- Developed instruments and accompanying guides for registration, amendment, conversion and annual reporting for business entities that operate within the education industry
- Successfully marketed the importance of triple bottom line, economic reporting and global reporting as part of ensuring compliance as part of regulating private education provision
- Established the Private FET registration Unit and a blueprint to inform its operations and critical functions of financial and business risk assessment, knowledge and information resource management and stakeholder management including the establishment and operationalisation of the currently full functioning call centre
- Developed the business strategy, operations design and management strategy, knowledge management and information, resource mobilisation strategy necessary for regulating private FET provision in South Africa in line with the blueprint for regulating the private further education and training provision in South Africa with the accompanying functional areas involving policy development and support knowledge management systems design, Enforcement, Compliance and Complaints procedures and business processes
- Developed the Working Paper in collaboration with the HE private Registration Unit that informs the operations strategy for the creation of a single national registration unit for both private FET and HE institutions
- Identified necessary amendments to the FET Act, 1998 so as to give effect to the developed regulations for registration of private FET institutions in South Africa as well as instruments for registration and monitoring compliance with the requirements of the FET Act, 1998; SAQA Act, 1995 and relevant labour laws and corporate law protocols.
- Developed the instruments to collect the data for the pre-registration survey, captured the data and analysed and consulted the critical external and internal stakeholders on the analysis and interpretation of data collected
- Conducted the first baseline exploratory study in 2001 on the size and distribution of private FET institutions, which helped to provide advice on the administrative, capacity requirements as well as operations strategy for the registration of private institutions in South Africa

- Provide leadership to the Departmental Planning and Budgeting Committee, its mandate, operation and reporting thereof
- Manage the civil military relations between the Department and the Parliamentary Oversight Committees
- Coordinate the relations between the DOD and the Treasury with regards to management of Performance Information
- Collaboratively, with the Finance division monitor the implementation of the multi-pronged strategy to help realise qualification free audit in the DOD, with special emphasis on operation clean audit.
- Coordinate the strategy and priority formulation and reviews for the Department through Annual Planning and Budgeting Seminars, Biannual Minister's Strategic Worksessions, Biannual DOD Worksessions, Biannual Defence Secretariat Worksessions and Annual Divisional Worksession for the Strategy, Policy and Planning Division.
- Provide leadership to the development and implementation of systemic monitoring and evaluation through the Balanced Scorecard, and the customisation thereof

1/08/2006 to 30 October 2011

DEPARTMENT OF DEFENCE

Director: Strategy and Planning: Chief of Defence Policy and Planning Division

Responsibilities

- Collaboratively develop the defence strategy and strategic plan to guide the defence functional strategies line with domestic and national security landscape.
- Continually align DOD planning instruments with government planning frameworks
- Provide leadership to the development, publication, implementation and management of the control of DOD level 1 Strategic business Plan
- Provide leadership towards the development of inputs to the ENE as well as the monitoring of performance against plan
- Provide leadership the development, publication of DOD Level 1 Quarterly and Annual reports
- Provide Leadership towards the development and management of DOD inputs to MTEF and MTSF and POA and ensure inclusion of these in the DOD strategic plans
- Develop monitoring and evaluation instruments in line with government prescripts
- Conduct research on strategic positioning in government and provide implications for the Department of Defence
- Provide leadership to the identification of strategic issues within the Secretariat
- Provide leadership towards the identification of programmes necessary to capacitate the DOD planners and managers in planning, reporting as well as Monitoring and Evaluation

Achievements August 2006 to - date

- Instilled ownership of the strategic plans, quarterly report and annual reports within the Department
- Ensured compliance with regulatory frameworks regarding the development, consultation, approval, publication and tabling of the Strategic Plans, quarterly reports and Annual reports
- Improved the content and quality of strategic plan, quarterly and annual reports for the Department
- Amended and marketed the DOD planning framework and ensured alignment with the government planning framework
- Introduced systems for monitoring the performance against plan as well as spending patterns as well as consistent monitoring of corrective measures at DPBEC in pursuit of Treasury Regulation 5.3.1 developed in terms of the PFMA, 1999
- Provided leadership to the development of planning guidelines to provide for one-stop shop reporting for the various Govt projects including POA.
- Participated in the submission of options to the National Treasury

2000 **University of South Africa**
Certificate Programme in Economics and Public Finance
Certificate in Industrial Relations Management

1991 **University of the Orange Free State, Bloemfontein**
MEd specialising in Comparative education, systems design
and organisational Development:

1986 **University of Trankefel, Umtata**
BSc
Postgraduate Diploma in Education
BEd
Other courses
Sweden, Stockholm (Swedec)
Certificate in Advanced International Training in Management
of Technical and Vocational Education and Training (1996)
Department of State Expenditure
Accounting in government (distinction)
Financial Management course
Internal control in government (distinction)
Advanced Project Management Course for Administrative
and Professional Personnel
Course on HEAT software for call centre operations control,
knowledge and client management
Goldmine on database management, and report writing

Membership **SACE, IOD SA, LPC**

Author & Publisher **STRENGTH NURTURING GOD'S TALENTS THROUGH
STEWARDSHIP** [ISBN:978-4-49909-292-9]

Career background

DEFENCE AND MILITARY VETERANS VOTE

DEPARTMENT OF MILITARY VETERANS
1/9/2019 TODATE ACTING DEPUTY DIRECTOR-GENERAL: ADMINISTRATION
PROGRAMME

Areas of Responsibility

- Provision of corporate support services in the Department of Military veterans
- To provide (a) departmental direction to ensure effective management of the department and (b) infrastructural and accountability support to the Organs of state established through and by the Military Veterans Act 1
- To co-ordinate and facilitate research, policy, strategy and operational planning processes.
- To manage the entire facilities management value chain.
- Provision of Integrated Human resources management strategy
- Coordinate the provisioning of appropriate physical, logistical and ICT infrastructure

¹ Section 6(1) of the Military Veterans Act18 of 2011.

RESUME' FOR

[REDACTED]

Resides Pretoria

Telephone Numbers [REDACTED]

ID Number [REDACTED]

Nationality South African

Languages Xhosa, English

Postal Address [REDACTED]

Email Address [REDACTED]

Academic Background

2020 LLD Candidate: University of Pretoria
2016 Pupilage Programme Attended and Completed
2013-2019 University of Pretoria
LLM Intellectual Property and CyberLaw
Dissertation: CYBERSECURITY POLICY AND LEGISLATION IN SOUTH AFRICA
LLM EXTRACTIVE INDUSTRIES IN AFRICA
THE DISSERTATION on TORWARDS LEGISLTATION TO PROMOTE ARTISANAL SMALL SCALE MINING(ASM)
Attended the Capacity Building Programmes on Course on Public International Law,
Course on International Human Rights Law
Summer School on Air, Space and Tele communication Law

EMPOWERMENT

SANDEF
Coordinator and Presenter of the Biannual Programme on Deepening Outcome Based Planning within Defence (2009-2011)
Presenter the corporate Management Module for the Joint Senior Command and Staff Programme within the South African National War College
Maths Educator at General, Further and Higher Education
Mentor for Engineers, Actuaries and Strategists
Member of Military Spouses Forum

2009 University of South Africa LLB, UNISA LAW SCHOOL
(LEAD) PMT, Certificate In Practical Legal Training (PLT)
Certificate for Notary Practice, Certificate on Conveyancing Practice

2004 Admission as an Advocate of the High Court
University of South Africa
Master in Business Leadership (MBL)
International Financial Markets; Advanced Financial Management, Corporate and Business Strategy; Services Marketing

2001 University of South Africa
Certificate in Programme for Business Leadership (PBL)
Certificate Programme in Entrepreneurship

APPOINTMENT OF MEMBERS OF THE BOARD FOR ONDESTAPOORT BIOLOGICAL PRODUCTS (SOC) LIMITED (OBP)

1. SELECTION CRITERIA

Requirements:

Nominated persons will have a leadership and oversight role on effective and efficient governance and performance of the OBP.

Qualifications, Skills and Experience:

- Audit and Risk
- Animal Health / Husbandry
- Pharmaceuticals / Veterinary or Biological Sciences
- Human Resource Management
- Financial Management
- Corporate Governance
- Engineering / Research and Development
- Law
- Vaccine Development

2. INTRODUCTION

- (i) The Selection Committee after careful consideration of the principles of good governance and continuity (especially institutional memory), resolved that applications from members of the current Board would not be considered for shortlisting and inclusion the new Board.
- (ii) The Selection Panel also advised that the inclusion of a category to address Engineering concerns due to the OBP establishing a Good Manufacturing Practice (GMP) Facility may be catered for within the recruitment and selection practices of the OBP. The Selection Panel is of the view that the OBP can insource this capacity at management level and not the Board as it is a temporary requirement.
- (iii) The Selection Committee agreed on categorization and stratification of the nine qualification criteria into six critical areas and then shortlist the candidates in accordance with the areas of specialties/skill as indicated in 3.1 to 3.6.





3. RECOMMENDED CANDIDATES BASED ON THE SELECTION CRITERIA, SKILLS SET AND SPECIALITY

The Selection Committee considered a number of applicants and identified two most suitable applicants for each category. These are indicated below as well as the preferred candidate for appointment in each category.

PROFILES OF RECOMMENDED MEMBERS FOR THE BAORD OF ONDESTEPOORT BIOLOGICAL PRODUCTS (SOC) LIMITED (OBP)

21 SEPTEMBER 2020

NO	NAME AND SURNAME	AGE, GENDER AND DEMOGRAPHICS	EXPERTISE CATETORGY	QUALIFICATION	WORK EXPERIENCE
1	[REDACTED] (African)	46 African Male	ANIMAL HEALTH / HUSBANDARY / VETERINAR	<ul style="list-style-type: none"> PhD Animal Breeding and Genetics Masters of Business Leadership MSc Agriculture BSc Agriculture (Honours) BSc Agriculture Matric 	<ul style="list-style-type: none"> Director, Ozone Agri Development Solutions Pty (Ltd) (2017- current) Director, Youth Changing Life Foundation, 2016- current Head of Department & Research professor, Tshwane University of Technology, 2013-current
2	[REDACTED]	54 years African Female	FINANCE	<ul style="list-style-type: none"> Chartered Accountant (CA) B Com Accounting 	<ul style="list-style-type: none"> HOD: Finance Operations, South African Airways, Nov 2017- Oct 2018 Senior Specialist: Group Finance, SA Express Airline (SOC) Ltd, May 2014- Oct 2017 Head: Group Finance, ThyssenKrupp Engineering, Oct 2013-Mar 2014 CFO, Brevity Trade 12, Apr 2012- Jun 2013 Senior Accountant, ACSA, Nov 2007- Mar 2012 Senior Manager. Group Reporting, South African Airways, Mar 2003- Apr 2005 CFO, IFRS Specialists, May 2005- Oct 2007 Articled Clerk, Transnet, Jan 2000- Feb 2003

3.	  (Indian)	37 years Indian Female	LAW	<ul style="list-style-type: none"> • LLB • Certificate of Mediator Accreditation 	<ul style="list-style-type: none"> • Financial Accountant, CONSOL Corrugated Packaging, 1994- Dec 1989 • Financial Accountant, National Sorghum Breweries, 1982- Oct 1984 • Internal Auditor, Ciskel Agricultural Corporation, Jan 1989- May 1992 • Rights of Appearance in the High Court of South Africa • Attorney at the Legal Board of South Africa • Express branch for Scorpions Legal Protection • Attorney on the panel for Workerslife • Attorney on the panel for Clientele Legal • Attorney on the panel for Alfred Duma Local Municipality • Attorney on the panel for State Attorney • Attorney for the Ladysmith Association for the Aged • Certified Mediator • Commissioner for small court Ladysmith
4.	 	51 years, African Male	HUMAN RESOURCES	<ul style="list-style-type: none"> • MBA • Honours Degree in Human Resource Development • Post Graduate Diploma in Management • BCur Degree • Matric 	<ul style="list-style-type: none"> • Senior Labour Relations Officer/ Team Leader Employee Relations, Department of Health/Gauteng Shared Services Centre, Mar 2002- Mar 2005 • Professional Nurse, Cullinan Care and Rehabilitation Centre, Jan 1986- Feb 2002 • Mentor, Medunsa, 1992-1995

5.	[REDACTED]	49 years, Coloured Female	AUDIT AND RISK	<ul style="list-style-type: none"> • B.Compt Honours • Bachelor of Accounting • Certificate in Theory of Accounting • Chartered Accountant 	<ul style="list-style-type: none"> • Director, Fraudsters(Pty) Ltd, current
6.	[REDACTED]	51 years African Male	GOVERNANCE	<ul style="list-style-type: none"> • MBA • Presidential Strategic Leadership Development Certificate in Company Direction • B Com • Matric 	<ul style="list-style-type: none"> • Executive Investigations, Bowmans Gillian Inc, 2017 -- Dec 2019 • Director, Fraudsmiths (Pty)Ltd, 2015-2017 • Consulting Project manager/ Specialist Consultant, Bridging Concepts Financial Service (Pty) Ltd, 2006-2015 • Senior Manager, SizweNisalubaGobodi, 2004-2005 • Senior Internal Auditor, Nedbank, 1999-2004 • Internal Auditor, Wheels of Africa (Pty)Ltd , 1998 • Trainee Accountant, Ernst & Young, 1995-1998 • Financial Accountant, Internal Auditor, National Sorghum Breweries (Pty) Ltd, 1993- 1994 • Bookkeeper, 1992- 1993 • Unit trust cash book Clerk, Nedbank Limited, 1990-1992 • Data Capturer/ Trainee Accountant, Gaddie Bros & Partners, 1989-1990

Summary Of Shortlist

Initials & Surname Race & Gender

1. [REDACTED] African Male
2. [REDACTED] African Male
3. [REDACTED] African Male
4. [REDACTED] African Female

Summary

1. [REDACTED]: African Male in position of a [REDACTED] LLB degree and post graduate qualification in management Practise. Currently functioning as the CEO of the National Heritage Council from 2004 to date and prior Senior Managerial experience was as a Manager in Business Administration in the Department of trade and industry. Display strategic leadership as his strength in his CV. The candidate was shortlisted as he met the shortlisting and panel criteria.

2. [REDACTED]: African Female in position of an LLB and Masters in Property Law, currently studying towards a MBA. Currently a Senior Legal Manager: Claims Assurance at the Road Accident Fund from 2017 to date, prior to this she was a Director at a private practice from 2015 to 2019. Also worked as a Legal Manager: Parliamentary at the Mpumalanga Provincial Legislature from 2015 to 2017. Prior to this she was a Senior Manager: Legal Services at a Moabikgomo mining and investment from 2012 to 2017. Also worked as a Senior Manager Legal Services, Commission for gender equality and a Senior Associate at [REDACTED] Incorporated from 2009 to 2012 and also as an Executive Director for people opposing women abuse from 1997 to 2000. The candidate was shortlisted as she met the shortlisting and panel criteria.

3. [REDACTED] African Male in position of a LLB and LLM degree. Currently working as the Senior Special Advisor to the Minister of Justice and Correctional Services from 2019 to date, prior to this he was a Chief Director at the United Nations from 2014 to 2019, also served as the Deputy Ambassador to the United Nations in New York from 2019 to 2014, prior to this he worked as a Director: Humanitarian Affairs from 2005 to 2009. He has over 15 years' experience as a Senior Manager. Also serve as the chair for various committees and sub committees. Admitted as an Attorney. The candidate was shortlisted as he met the shortlisting and panel criteria.

4. [REDACTED] African Male in position of a BA, BA Honours and LLB. Currently working as a Business Developer, sales and marketing at Murray and Roberts from 2018 to date, prior to this he was Deputy City Director and Ekurhuleni Municipality from 2006 to 2010 and also as a Strategic Executive Director at the same municipality from 2002 to 2006 and prior to that a DOG and Department of Safety and Security from 1994 to 1995. Served on various panel and discussion groups. The candidate was shortlisted as he met the shortlisting and panel criteria.

JUSTICE AND CONSTITUTIONAL DEVELOPMENT

REFERENCE: 2002/00

CENTRE: NATIONAL OFFICE, PRETORIA

SALARY: R1 976 533 – R2 228 820 per annum (All inclusive).
The successful candidate will be required to sign a performance agreement

REQUIREMENTS:

- An undergraduate Legal qualification (NQF 7) and a post graduate legal qualification, NQF 8.
- 8-10 years' experience at senior managerial and leadership level, of which 3 years must be with any organ of state as defined by the Constitution
- Admission as a Legal Practitioner (Attorney or Advocate) will be an added advantage
- Sound knowledge and understanding of the South African constitutional and legal systems.
- Knowledge and understanding of international law and legal system
- Knowledge and understanding of the PFMA

SKILLS AND COMPETENCIES:

- Visionary leadership, analytical thinking and lateral thinking
- Strong strategic management and the ability to work and interface constructively with key stakeholders in the justice sector including the Judiciary and the legal profession
- Appreciation of broad based economic empowerment principles.
- Ability to initiate, interpret and translate national policies for implementation
- Programme and project management
- Financial and people management.
- Change management
- Communication.

DUTIES:

- Marshal the resources of the DOJ&CD to effectively advise, support and assist the Minister in the execution of the justice mandate under his portfolio.
- Oversee the management and administration of the Department through the provision of strategic leadership on Legislative Development, Court Administration and Master of the High Court Service.
- Oversee the promotion and the implementation of legislation and programmes advancing the constitution, constitutional democracy and human

COMPETENCY PROFILE:

- Ensure effective corporate governance through financial management, risk management, audit, systems and procedures

ENQUIRIES: Mr B Mphahle (012) 357 8686

APPLICATIONS: Quoting the relevant reference number, direct your application to DOJ&CD@justice.gov.za

NOTE: Interested applicants must submit their applications for employment to the email address specified to each post. The email must include only completed and signed Form 263, obtainable from any Public Service Department or on the internet at www.pscs.gov.za, a CV with a font size of 10 and Arial theme font, copy of Identity Document, Senior Certificate and the highest required qualification as well as a driver's license where necessary. Attachments must be limited to 10 megabytes. Emails that do not comply with the above specifications will bounce back without reaching the Department. Original/certified copies must be produced by only shortlisted candidates and must be produced during the interview date.

A SACOA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical and competency assessment. A pre-entry certificate obtained from National School of Government (NSG) is required for all SMS applicants. Candidates will complete a financial disclosure form and also be required to undergo a security clearance. Foreigners or dual citizenship holder must provide the Police Clearance certificate from country of origin. The DOJ&CD is an equal opportunity employer. In the filling of vacant posts the objectives of section 196 (1) (f) of the Constitution of South Africa, 1996 (Act No. 108 of 1996), the Employment Equity Imperatives as defined by the Employment Equity Act, 1998 (Act No. 65 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Reasonable accommodation shall be applied for People with Disabilities including where driver's license is a requirement. Correspondence will be limited to short-listed candidates only. If you do not hear from us within 3 months of this advertisement, please accept that your application has been unsuccessful. The department reserves the right not to fill these positions. Women and people with disabilities are encouraged to apply

PASSENGER RAIL AGENCY OF SOUTH AFRICA

PRASA BOARD RECOMMENDATIONS



STRUCTURE OF PRESENTATION

1.	Background	Slide 3
2.	Legislative Framework	Slides 4-5
3.	The Nomination Process	Slide 6
4.	Members of National Assembly	Slide 7
5.	Public Service Officials	Slide 8
6.	Limiting Multiple Membership of Boards	Slide 9
7.	Shortlist	Slide 10
8.	Recommended Candidates	Slide 11
9.	Candidates' Profiles	Slide 12-14
10.	The end	Slide 15



CANDIDATES PROFILE

The following table summarises the profiles of the recommended candidates.

NO	NAME	SKILL CATEGORY	GENDER	RACE	AGE	BRIEF PROFILE
5.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] currently the Executive Director of Strategic Partner Africa (Pty) Ltd, a management consulting firm. He is a communication specialist who served the University of Limpopo in various capacities for 25 years. He holds an MBA from Regenesys Business School and a BA from the University of Limpopo.
6.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] currently works as a Dean in the Faculty of Engineering and the Built Environment of the University of Cape Town. She holds a PhD in Civil Engineering, a BSc in Chemical Engineering and a MSc in Chemical Engineering
7.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] is an accomplished researcher, administrator, manager and strategist. She has extensive public sector and private sector experience serving in leadership roles. Her experience spans security and strategy in the various roles she has occupied which include Director-General in the Department of Economic Development and Department of Women. She holds a Masters Degree in Security Studies and a Masters in Sociology.
8.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] is currently the Managing Director of Mpye Consulting and is qualified as a Chartered Accountant. Her experience spans managing a private enterprise, strategy and financial management. She holds a B.Com Accounting degree.

CANDIDATES PROFILE

The following table summarises the profiles of the recommended candidates.

NO	NAME	SKILL CATEGORY	GENDER	RACE	AGE	BRIEF PROFILE
3.	[REDACTED]	[REDACTED] [REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] currently serves as the CEO of MMND Engineering. He holds a degree in Mechanical Engineering, a post graduate in [REDACTED] Project Management & Business Management. He has experience in Strategic Growth, Railway Industry (12 years); Railway Product knowledge, Railway Operations, and Rail Manufacturing. He has served as a Technical Advisor at General Electric on C30AC1 Locomotive, the first AC diesel-electric locomotive to be introduced to sub-Saharan Africa. He also served as Performance Analyst at Bombardier Transportation's electrostar for Gautrain Project, in South Africa. Prior to this, Matodzi was Assistant Technical Fleet Owner at Transnet (Wagon Business) on both container wagons and new build wagons. He acquired considerable international experience in management, operations and technical skills on rolling stock in rail industry in France, United Kingdom, Brazil and USA.
4.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] is a Chartered Accountant. She currently provides specialist accounting financial advice and opinions on the interpretation and application of the Johannesburg Stock Exchange (JSE) Listings Requirements and IFRS, to all companies listed thereon. She deals with and evaluates complex financial reporting investigations, and makes recommendations based on analysis.

CANDIDATES PROFILE

The following table summarises the profiles of the recommended candidates.

NO	NAME	SKILL CATEGORY	GENDER	RACE	AGE	BRIEF PROFILE
1.	[REDACTED] (Recommended Chairperson)	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] has extensive experience in leadership roles, which includes serving as MEC for Transport and Public Works in the Western Cape. He championed the most comprehensive Transport White Paper ever adopted at Provincial Government as MEC for Transport and Public Works, innovating with dedicated public transport lanes, ensuring good inter-governmental relations, championing train safety, and various other matters. He holds a graduate Diploma on Good Governance Policy and Leadership from Wits University.
2.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] an admitted and practising Advocate of the High Court of South Africa and a member of the Johannesburg Society of Advocates. His board experience includes being appointed by the government of KwaZulu Natal to the Board of Ezemvelo KZN Wildlife. Prior to that, he served as an alternate Board member to the South African Cities Network. Recently, he was appointed to the Board of Tshwabac.

NB: Recommended Chairperson is [REDACTED] African Male, [REDACTED] with strong Governance background)

There is no recommendation for [REDACTED] since there is no provision in the Act for the position of Deputy Chairperson.

RECOMMENDED CANDIDATES

The following list reflects the recommended candidates for appointment to the Board of Control. The list takes into account gender representivity, generational mix and further ensures adequate skills required to manage a strategic entity such as PRASA.

- 4 women and 4 men,
- 3 of the recommended Board members are below the age of 40

EXPERIENCE & QUALIFICATIONS

- 3 members have experience in the management of private enterprise
- 1 member has experience in security covered as a sub-sector of Governance,
- 2 members have Engineering qualifications and experience (1 member have qualifications and experience in Mechanical Engineering and another one in Civil Engineering)
- 2 members have experience in Finance and are both qualified as Chartered Accountants.



A revised shortlist of 16 candidates is outlined in the table below

SN	NO	NAME	SKILL CATEGORY	GENDER	RACE	AGE
1.		[REDACTED]	Governance	[REDACTED]	African	[REDACTED]
2.		[REDACTED]	Transport Planning	[REDACTED]	African	[REDACTED]
3.		[REDACTED]	Finance	[REDACTED]	African	[REDACTED]
4.		[REDACTED]	Legal	[REDACTED]	African	[REDACTED]
5.		[REDACTED]	Legal	[REDACTED]	African	[REDACTED]
6.		[REDACTED]	Private Enterprise Management	[REDACTED]	African	[REDACTED]
7.		[REDACTED]	Chartered Accountant	[REDACTED]	Indian	[REDACTED]
8.		[REDACTED]	Private Enterprise Management	[REDACTED]	White	[REDACTED]
9.		[REDACTED]	Strategy	[REDACTED]	African	[REDACTED]
10.		[REDACTED]	Governance	[REDACTED]	White	[REDACTED]
11.		[REDACTED]	Private Sector	[REDACTED]	African	[REDACTED]
12.		[REDACTED]	Governance	[REDACTED]	African	[REDACTED]
13.		[REDACTED]	Private Enterprise Management	[REDACTED]	African	[REDACTED]
14.		[REDACTED]	Rail Engineering	[REDACTED]	African	[REDACTED]
15.		[REDACTED]	Civil Engineering	[REDACTED]	White	[REDACTED]
16.		[REDACTED]	Chartered Accountant	[REDACTED]	African	[REDACTED]

Paragraph 37, Chapter Three of the Handbook provides:

- An official's first duty as an employee is towards the Executive Authority and towards the current government through the head of the department.
- The principal duty of a board member of a state or state controlled institution, on the other hand, is to work towards achieving the statutory interests of the institution. There is a potential conflict of interest when an official serves as a board member.
- However, there may exist special circumstances under which public service officials may serve on the board of a state or state controlled institution. Where such an official serves on the board in private capacity, paragraph 38(c) of the Handbook provides:
- Officials may serve on boards in their private capacity, provided that the Executive Authority responsible for the institution grants permission in terms of section 30 of the Public Service Act if remunerated work is involved.

LIMITING MULTIPLE MEMBERSHIPS OF BOARDS

Paragraph 42, Chapter Three of the Handbook provides:

The ability of candidates to serve on a number of boards depends on the circumstances and competencies of the candidate. The reason for limiting multiple membership is to ensure that members are able to pay proper attention to the affairs of the institutions on whose boards they serve, to broaden participation in public sector governance, to avoid tokenism, to minimize opportunities for corruption and to minimize conflicts of interest.

To this end, paragraph 43 provides the following principles to limit multiple memberships of boards:

- a) An individual may not serve on more than three boards, whether private or public.
- b) An individual may not be chairperson of more than one board at any time.
- c) An individual serving on the board of a regulatory entity may not simultaneously serve on the board of a government enterprise that is regulated by the particular regulatory entity.
- d) Retirees may not serve on more than five boards.

Notwithstanding, the Executive Authority can exercise his prerogative to deviate from these principles if the selection committee advances justifiable grounds to do so.

BACKGROUND

In terms of the enabling law, PRASA's Board of Control consists of 11 members, including the Chairperson.

The Minister is required to appoint 8 members to the Board.

The remaining 3 members should be nominated of:

- a) The Department of Transport
- b) National Treasury
- c) SALGA



APPOINTMENT OF PRASA BOARD OF CONTROL

Section 24 of the Legal Succession to the South African Transport Services Act, 1989 (Act 9 of 1989) provides as follows:

(24) Board of Control

- (1) The affairs of the Corporation shall be managed by a Board of Control of not more than 11 members including the chairman, who shall be appointed and dismissed by the Minister.
- (2) At least:
 - (a) one of the members of the Board of Control shall be an officer in the Department of Transport;
 - (b) one of the members of the Board of Control shall be an officer in the Department of Finance;
 - (bA) one of the members of the Board of Control shall be an officer in the Department of State Expenditure;
 - (c) one of the members of the Board of Control shall be nominated by the South African Local Government Association
 - (d) three of the members of the Board of Control shall have expertise and experience in the management of a private sector enterprise.

APPOINTMENT OF PRASA BOARD OF CONTROL

- (3) The Minister shall appoint the Corporation's first Board of Control with effect from the date referred to in section 3 (1).
- (4) The first Board of Control shall appoint a secretariat which shall carry out, on a full-time basis, such functions as the Board may depute to it.
- (5) The Board of Control may, subject to such conditions as it may stipulate, delegate any of its powers to any member of the Board, employee or other person with or without the power to delegate such power further.
- (6) Any action taken by a member of the Board of Control, employee or other person on behalf of the Corporation may be ratified by the Board of Control.
- (7) The Board of Control shall ensure that any directive issued under section 23 (6) is taken into consideration in the management of the affairs of the Corporation during the financial year concerned.

THE NOMINATION PROCESS

A list of 16 candidates was compiled from a total of 360 nominations by the Shortlisting Committee of the Department.

The guidelines contained the DPSA's **Handbook for the appointment of persons to boards of state and state controlled institutions**, approved by Cabinet on 17 September 2008 were also taken into account in the final recommendation.

The following principles outlined in the Handbook and explained in the next slide were followed in the elimination process:



MEMBERS OF THE NATIONAL ASSEMBLY

Paragraph 4, Chapter three of the Handbook provides:

Parliament ultimately oversees organs of state, and the appointment of members of Parliament to boards could create a conflict of interest when members are fulfilling their oversight role (individually and collectively).

Board members, on the other hand, have a duty to participate in and take decisions in the best interest of the institution.

Boards are also accountable to the responsible Executive Authority and ultimately Parliament as regards the execution of their mandate and performance.



Thank you!



[REDACTED]

PERSONAL DETAILS

Surname:	[REDACTED]	Address:	[REDACTED]
First Names:	[REDACTED]	[REDACTED]	[REDACTED]
Date of Birth:	[REDACTED]	[REDACTED]	[REDACTED]
Nationality:	South African	Cell:	[REDACTED]
Gender:	[REDACTED]	Driver's License:	[REDACTED]
Marital Status:	Single	First Language:	[REDACTED]
Criminal Offences:	None	Other languages:	[REDACTED]

HIGHER EDUCATION

- Doctor of Philosophy, Ph.D. [Political Studies – Cum Laude]
Queen's University at Kingston, Canada: 2000 – 2004

Thesis: *"GEAR and Labour in Post-Apartheid South Africa: A Study of the Gold Mining Industry 1987-2004."* Supervisor: Professor Bruce J. Berman

Courses Completed:

- Comparative Politics of Development
- International Political Economy
- Southern Africa
- International Politics
- National Security

- Master of Philosophy, M.Phil. [Political Management]
University of Stellenbosch: 1997 – 1998

- Bachelor of Arts, B.A., [Political Studies]
University of Cape Town: 1994 – 1996

COURSES ATTENDED

- | | |
|------|---|
| 2008 | China-Africa Exchange on Sustainable Development – November, Tongji University, Shanghai, China |
| 2000 | Certificate in Refugee Studies – June, York University, Ontario, Canada |

HIGH SCHOOL

Last school attended : [REDACTED]
Highest Standard Passed : [REDACTED]

CAREER HISTORY

**1. Ministry for Social Development: Special Adviser: Minister for Social Development
(01 April 2018 – 28 May 2019)**

SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties in relation to policy development on the following:
 - Development of human and social development interventions;
 - Poverty reduction, food security and community self-sustainable programmes;
 - Comprehensive social security social crime prevention and anti-substance abuse
Community development, families and social welfare services;
 - Rights of persons with disabilities; the elderly and children; youth development support.
- Amongst the achievements was the transition of eight million two-hundred South African Social Security Agency (SASSA) beneficiaries from Cash Paymaster Services to the South African Post Office (SAPO) between March 2018 – December 2018.

**2. The Presidency: Special Adviser: Minister Responsible for Women
(01 February 2017 – 31 March 2018) – Transfer from Women to Social Development with
Minister**

SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties
- Advise the Minister on the development of policy that promote the Department's objectives

ACTING DIRECTOR-GENERAL

- I was appointed Acting Director-General for the Department of Women for the period 01 November 2017 – 31 March 2018. In this capacity, I was:
 - Accounting Officer of the Department of Women reporting to the relevant parliamentary portfolio committee responsible for overall performance and financial accountability;
 - Responsible for an annual budget of at least R170 million;
 - Responsible for at least 110 employees;
 - Representing the Department of Women at the Forum of South Africa's Directors-General [FOSAD] as well as a member of the Steering Committee of the Forum of South Africa's Directors-General.

- Led the Department's research and training on violence against women and children in the following provinces: Northern Cape; Mpumalanga; North West and Eastern Cape.

3.

[REDACTED] 16)

SCOPE OF DUTIES

- Providing executive counsel, strategic and operational support and advisory to the Vice-Chancellor and Principal in meeting overall university strategic objectives and performing statutory duties
- Providing strategic leadership in the development of institutional Annual Performance Plans as required by the Department of Higher Education and Training; Strategic Plans; Mid-Term and Annual Reports
- Managing institutional performance and compliance with relevant statutes, policies and reporting regulations of the Department of Higher Education and Training
- Attending all meetings of the University Council and provide support to its Committees: Human Resources; Finance; Audit; Risk; Student Affairs; and the University Senate
- I also led a research grant for £41,738.00 by the British Council for *Understanding Best-Performing & Under-Performing Schools: Towards Improving Efficiencies in Vhembe, Limpopo Province*, for the period March 2015 – March 2016. The project was implemented in partnership with the Vhembe District Education Department, the University of Venda and the Office of the Limpopo MEC for Education.

4.

[REDACTED] 14)

SCOPE OF DUTIES

- Developing a Corporate Social Investment Strategy that ensured Old Mutual participate actively in the socio-economic transformation of South Africa
- Manage Old Mutual's overall investments in communities through Corporate Social Responsibility Programmes
- Interfacing with the Board of Trustees for the selection of projects for consideration
- Manage the Old Mutual Foundation Trust investment portfolio by seeking Board approval for an Investment Strategy that grows the investment portfolio over time
- Ensure that Corporate Social Responsibility contributed towards Old Mutual's compliance with BBBEE requirements and associated statutory/legislative framework
- Accountable to the Old Mutual Foundation Board of Trustees for the impact of investments and performance of the Old Mutual Foundation trust
- Major achievement was the approval of an Old Mutual Foundation Flagship Education project for an amount of R350m for a period of seven years (2013-2019)

**5. Ministry of Defence and Military Veterans – Chief Director Research and Advisory
(October 2009 – December 2011)**

SCOPE OF DUTIES

- Undertaking research, drafting advisory briefs and speeches for the Minister
- Responsible for managing interface with Parliament, including drafting responses to Parliamentary Questions and representing the Ministry in various Parliamentary Committees – amongst others, the Joint Standing Committee on Defence and the Defence Committee.

**6. Department of Housing – Chief Director: Office of the Director-General
(January 2008 – September 2009)**

SCOPE OF DUTIES

- Chief of Staff of the Department
- Provide executive support to the Director-General in managing the Department
- Manage the Department's interface with Parliament, Provincial Departments, UN Habitat, Cities Alliance and the World Urban Forum
- Manage the Department's response to Parliamentary questions including drafting inputs to legislative processes
- Was also Acting Chief Director for Communications for a period of eight months responsible for Corporate Communications, Media and Marketing. The highlight of this responsibility was the BNG TV series on national television

**7. National Intelligence Coordinating Committee – Senior Analyst/Head Domestic Stability
(July 2006 – December 2007)**

SCOPE OF DUTIES

- Chairing monthly meetings of officials representing the intelligence services: National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service
- Analysing intelligence inputs from National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service and produce a monthly composite intelligence product on domestic stability
- Drafting and presenting monthly national stability briefs to the Justice Crime Prevention and Security Cluster (JCPS) meetings of Directors-General
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection
- Representing the National Intelligence Coordinating Committee at the National Joint Operational and Intelligence Structures (NATJOINTS), which coordinates all security and law enforcement operations
- Formed part of delegations to the Joint Standing Committee on Intelligence (JSCI) on various presentations during the period 2004-2007

**8. The Presidency – Director: International Relations and Trade
(July 2005 – July 2006)**

SCOPE OF DUTIES

- Monitor the development of policy and implementation/progress (Government's Programme of Action) on South Africa's foreign, international relations and trade policies
- Interface with the Portfolio Committees for Foreign Affairs and Trade and Industry
- Draft Presidential responses to relevant Parliamentary Questions on international relations and trade
- Represent The Presidency in South Africa's Trade Negotiations with the Department of Trade and Industry

9. National Intelligence Agency: Senior Analyst – Political Intelligence

SCOPE OF DUTIES

- Lead political intelligence in providing products on political intelligence
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection

PROFESSIONAL MEMBERSHIPS

National Education Collaboration Trust: A member of the Limpopo Chapter (2015 – 2016)

The Vhembe District Improvement Programme seeks to improve the quality of teaching, learning and management of schools as well as the effectiveness of the support and monitoring services provided to schools with a view to replicating the programme and lessons learned during implementation in other districts.

University of Venda Foundation: Member of the Board of Governors since September (2013 – 2016)

Was a member of the University of Venda Foundation Board of Governors responsible for raising funds for different educational causes.

Secretariat: Social Transformation Committee: African National Congress (2009 – 2011)

Primary responsibilities included drafting and reviewing policy documents on Social Transformation. Drafted the 2010 National General Council discussion document on Social Transformation. In the post 2011 period, I have assisted various sub-committees of the Social Transformation Committee at National Executive Committee sessions (2017) and at the African National Congress' National Conference at Nasrec, (December 2017).

AWARDS RECEIVED

2015

2003-2004

- 2000-2004 Queen's University Graduate Award, (Ph.D.) Kingston, Ontario, Canada
- 2000-2004 National Research Foundation's Prestigious Scholarship for a Ph.D.
- 1999 French Institute scholarship for a Ph.D. 1999 [ENS Cachan, France] (not taken)
- 1997-1998 Abbe Bailey Trust, scholarship (M.Phil.)
- 1998 Human Sciences Research Council research funding (M.Phil.)
- 1998 Jansen-Cillag scholarship for a Ph.D. November 1998 (not taken)
- 1997 South African Political Science Association

PUBLICATIONS: BOOKS

- 2006 *The Experience of Economic Redistribution: The Growth Employment and Redistribution Strategy in South Africa*, Routledge, London and New York.

PUBLICATIONS: ARTICLES

- 2009 "There shall be houses, security and comfort," ISS Paper 196, Institute for Security Studies, Pretoria.
- 2004 "Accountability and oversight: The role of parliament in arms transfers," in Le Roux, [REDACTED] *Parliamentary Oversight and Civil Military Relations: The Challenges to the SADC*, Institute for Security Studies, Pretoria.
- 2003 "The National Conventional Arms Control Act: An update," in *Focus on Small Arms*, Number 5, May, Institute for Security Studies, Pretoria and Cape Town.
- 2003 "On the origins of war in Africa," in *African Security Review*, Volume 12, Number 2, pp. 81-90, Institute for Security Studies, Pretoria.
- 2002 "Securing democracy: Party finance and party donations – the South African challenge," ISS Paper Number 63, Institute for Security Studies, Pretoria.
- 2001 with J. Crush, "Contesting migrancy: The foreign labour debate in post-1994 South Africa." *Africa Today*, Volume 48, Number 3, Fall pp. 36-49, University of Indiana Press, Bloomington.
- 1999 "Xenophobia and relative deprivation," *Crossings*, 3 (2), 4-5. (1999), Southern African Migration Project, Queen's University, Kingston, Canada.

PUBLICATIONS: NEWSPAPER ARTICLES

Have contributed articles to South African newspapers on different topics:

- "Cape's poor bear the brunt of reckless politicking," *Business Day*, 11 March 2008
- "The importance of adequate housing," *Mail & Guardian*, 01 September 2008
- "Despite limited resources, housing delivery output must be accelerated urgently," *Cape Argus*, 26 November 2009
- "Essential service worthy of defense," *Mail & Guardian*, 11 April 2011
- "Harnessing collective efforts is the answer," *Mail & Guardian*, 26 April 2013
- "Improving the lives of SA's children," *Mail & Guardian*, 29 November 2013

CONFERENCE PAPERS PRESENTED

- 2016 "The Experience of Economic Redistribution in South Africa." Paper presented at El Colegio de Mexico, 31 August, Mexico City, Mexico.
- 2016 "Discourse on Rights and the South African Constitution." Paper presented at the Nelson Mandela UNAM Human Rights in Film and Literature, National University of Mexico, 25 August, Mexico City, Mexico.
- 2016 "Against the Odds: Academic excellence of selected schools in the Limpopo Province of South Africa." Paper presented at the 14th Annual Hawaii International Conference on Education, 03-06 January, Honolulu, USA.
- 2015 "Against the Odds: Academic Excellence of Mbilwi, Thengwe, Tshivhase and EPP Mhinga High Schools in the Limpopo Province of South Africa." With [REDACTED]; P. Kutame; [REDACTED]. Paper presented at the First Univen - WSU International Conference, 02-04 September, East London.
- 2006 "The African economic outlook." Paper presented at the Fifth Tswalu Dialogue, Tswalu Kalahari Game Reserve, 27-30 April. Conference organized by the Brenthurst Foundation.
- 2003 "Accountability and oversight: The role of parliament in arms transfers." Parliamentary Oversight Conference, 8-12 July, Arusha, Tanzania.
- 2002 "Inter-governmental and civil society strategies: Civil society reports and state compliance." Lecture delivered at the Human Rights Trust of Southern Africa training workshop, 11 November, Harare, Zimbabwe.
- 2002 "Contesting migrancy: The foreign labour debate in post-1994 South Africa." Co-written with Dr. Jonathan Crush - presented at the Canadian Association of African Studies, 31 May, Toronto, Canada.
- 1999 "Bilateralism and the migrant labour system." Paper presented at the SALDRU-SAMP conference, 16-18 May, Cape Town.
- 1997 "Corruption in the public sector." Paper presented at the South African Political Science Association, October, Mmabatho.

Motivation Letter

Dear Sir/Madam

I believe that I can add value to your organisation as I am versatile, honest, well experienced professional (PhD, Inorganic chemistry) and have over 13 years of working experience. I am currently working as Regulatory Scientist and have previously worked Researcher, Senior Scientist and Business Analyst. I am also serving at Sanas board sitting at both Audit & Risk and HR & Remuneration Committees. I served at Mintek board and I was a Technical Committee chairperson. I previously served as council member at Flavius Mareka TVET College. My overall experience is in the following fields: Pharmaceutical, Academic, Scientific Research, Petrochemical and Strategic Intelligence.

Summary of work experience:

- Academic capacity development
- Academic coordination and teaching (lecturer)
- Mentoring and supervising honours and MSc students
- Project Management
- Strategic planning
- Strategic business analysis
- Research analysis, monitoring and reporting (E.g. SWOT, PESTLE etc.)
- Research in different industries, thus: polymer, inorganic chemistry, nanotechnology, homogenous and heterogeneous catalysis and petrochemical
- Pharmaceuticals (regulatory affairs)
- Non - executive management (Committee Chairperson and member of Human Resources)

Through my career, I have acquired the following skills/competencies: leadership, scientific research and analysis, report writing, strategic thinking and planning, business analysis, presentation, performance management, business communication, assertiveness, mentoring, coaching and team player.

To firm up my business/management acumen I completed (2012) Fundamental Management certificate Program (FMP) at SBL, Unisa with the following modules: Leadership and interpersonal skills; Activity planning and control; Occupational health and safety; Management process; Labour and employment relations; Introduction to financial management. I also attended business short courses such as Financials for non-financial managers, Strategy thinking and Planning.

I am a strong believer of continuous learning for growth and development. Learning Never Ends.

Yours Truly

[Redacted Signature]

Cell: [Redacted]

[REDACTED] Chemistry)

Race, Gender & Status: African, Female and Single

Address: [REDACTED]

Drivers' License [REDACTED]

Contact no. [REDACTED]

E-mail: [REDACTED]

Career Statement

I am versatile, confident and highly experienced professional with more than 13 years' work experience. I am a member of Institute of Directors in Southern Africa (IoDSA). Currently, I am serving as board member at SANAs and sit at both Audit & Risk and HR committees. I recently served as a board member and technical committee chairperson at Mintek. I previously served as council member at Flavius Mareka TVET College. I am currently working as Project Manager at Ascendis Pharmaceutical. I worked temporarily as researcher at Research Directorate office, Vaal University of Technology (VUT). I previously worked as strategy business analyst at Sasol International Energy; as a senior scientist at Sasol Technology and as scientific researcher at CSIR. I offered chemistry lectures part-time (at UJ), while studying PhD. My overall experience is in non-executive management (board), science & technology, academic, research & development (R&D), chemistry, pharmaceutical, project management, strategy and business analysis/intelligence environments.

Experience Summary

- Good experience in non-executive management
- Well experienced in strategy thinking and planning and analytical thinking
- Solid knowledge and understanding in stakeholder management
- Excellent knowledge and experience in R&D and petrochemical sectors
- Good experience in lecturing at higher education level
- Good experience in academic research funding and policies
- Advanced business intelligence and analysis
- Effective team player and influential leadership
- Excellent presentation and effective communication skills
- Distinctive report writing and highly computer literate

Professional Achievements

- Serving as board member at SANAS
- Serving as board member and technical chairperson committee at Mintek
- Served as council and Strategic committee member at Flavius Mareka College
- Participated in Mintek CEO interviews as the Panel Member
- Nominated to lead and coordinate Sasol Inzalo R&D mentoring program, to historically disadvantaged postgraduates' students
- Nominated by senior management team to participate in R&D senior management (EXCO) monthly meetings
- Recommended competitors to our catalyst business unit after performing catalyst competitor analysis - recommendations were implemented
- Won best poster presentation at Catalysis Society of South Africa (CATSA) conference, in 2002
- Published 7 scientific articles in international journals

Professional Experience

Project Manager

Current

Ascendis Pharma – Bryanston, Johannesburg, South Africa

Responsibilities:

- Managing projects for Quality Assurance and Regulatory Affairs
- Ensuring compliance with regulations set by South African Health Products Regulatory Authority, SAHPRA
- Registration of products at SAHPRA
- Monitor risks and performing audit for 3rd party manufacturers, suppliers and laboratories

SANAS Board Member

Reporting to minister of the Department of Trade and Industry (dti)

December 2018 – November 2021

SANAS – [REDACTED]

Responsibilities:

- Determine the strategy to achieve SANAS' purpose and to implement its values in order to ensure that SANAS is sustainable
- Ensure that SANAS complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties

- Review policies and other relevant documents prior to board and committee meetings
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the organization's annual reports and financial statements

Board Member and Chairperson of Technical Committee

Reporting to minister of DMRE

June 2016 – August 2019

Mintek – [REDACTED]

Responsibilities:

- Determine the strategy to achieve Mintek's purpose and to implement its values in order to ensure that Mintek is sustainable
- Ensure that Mintek complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties
- Review policies and other relevant documents prior to board and committee meetings
- Serve as chairperson for technical committee and to take on other adhoc special assignments
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the organization's annual reports and financial statements

Researcher at Research Directorate Office (Temporary)

August 2016 – November 2017

Vaal University of Technology (VUT) – Vanderbijlpark, Gauteng, South Africa

Responsibilities:

- Research Development Grant (RDG) planning and budgeting
- Reporting to DHET on RDG plans and annual reports in accordance with their requirements
- Analysis of VUT staff capacity development initiatives to align with DHET development plans
- Perform several ad-hoc analysis for Research Directorate office

Council Member**Reporting to minister of DHET****February 2017 – March 2018 (ONLY quarterly meetings)****TVET, Flavius Mareka College – Sasolburg, Gauteng, South Africa****Responsibilities:**

- Ensuring that college is well governed and rules are adhered to
- Establish the council committees and determines the composition and functions of each committee
- In consultation with academic board, determine student admission policy, the language policy, tuition fees, accommodation fees and any other fees payable by students
- Determines conditions of service, code of conduct and privileges and functions of its employees
- Approves the annual budget of the college

Strategy Business Analyst**August 2012 – January 2015 (Retrenched)****Sasol International Energy - Rosebank, Gauteng, South Africa****Responsibilities:**

- Pro-actively prepare and communicate business intelligence analysis to our stakeholders (e.g. EXCO members and senior managers)
- Continuously monitor and track key industry changes that have impact on Sasol's GTL growth drivers (i.e. gas and oil price, emerging and competing technologies, catalyst competitors, GTL competitors, markets etc.)
- Prepare intelligence analysis reports such as: STEPP reports, SWOT analysis, country analysis or company of interest to better understand the impacts and implications
- Prepare and formulate International Energy strategy to align with Sasol Group Strategy
- Contributing towards board documents

Senior Scientist**July 2008-August 2012****Sasol Technology, R&D – Sasolburg, Free State, South Africa****Responsibilities:**

- Researched catalyst development for conversion of gas to liquid (GTL), producing products such as wax, paraffin, petrol and other products
- Studied poison effect on cobalt-based Fischer Tropsch (FT) reactions
- Tested in-house cobalt catalysts on micro-reactors for FT activity and stability
- Assisted at Strategy group to ensure performance in accordance to Balanced Scorecard management system

Senior Researcher

February 2007- June 2008

CSIR, Nanotechnology division – Pretoria, Gauteng, South Africa

Responsibilities:

- Preparation of modified polymers on carbon nanotubes with the aim of preparing biodegradable polymers.
- Operation of different techniques for analysis of the prepared samples.
- Worked at Poland as an exchange post-doctoral fellow.
- Researched on preparation and characterisation of gold nanoparticles modified with peptides in an attempt to form conducting nanofibers.

Part-Time lecturer

February 2005- November 2006

1st year Chemistry Lecturer – Doorenfontein, Gauteng, South Africa

Responsibilities:

- Preparing lecturers for 1st year students and laboratory experiments
- Setting up test and examination papers

Education and Qualification

Doctorate (PhD) – Chemistry, March 2007

University of Witwatersrand – Johannesburg, Gauteng, South Africa

Masters in Chemistry (M.Sc.), June 2003

University of the Western Cape (UWC) – Bellville, Western Cape, South Africa

B.Sc. Honours Chemistry, November 2000

University of Limpopo – Polokwane, Limpopo, South Africa

Fundamental Management Programme, June 2012

UNISA – Pretoria, Gauteng, South Africa

Entrepreneurship, June 2014

UNISA – Pretoria, Gauteng, South Africa

Interests

Leadership, Research, Teaching, Mentoring, Coaching, Analysis, Motivational Programs and Community Projects

References

1. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
2. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
3. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

I. D. No. [redacted]



S. A. BURGER, S. A. CITIZEN

[redacted]

[redacted]

[redacted]

SOUTH AFRICA

[redacted]



[redacted]

[redacted]

[redacted]

[redacted]

GENEESITREKKE WOOKH EN POSAAMES

1. BEROAV 256, BERVOY 250 '90, GENEESITREKKE WOOKH EN POSAAMES in Nasionale ID-kaart.

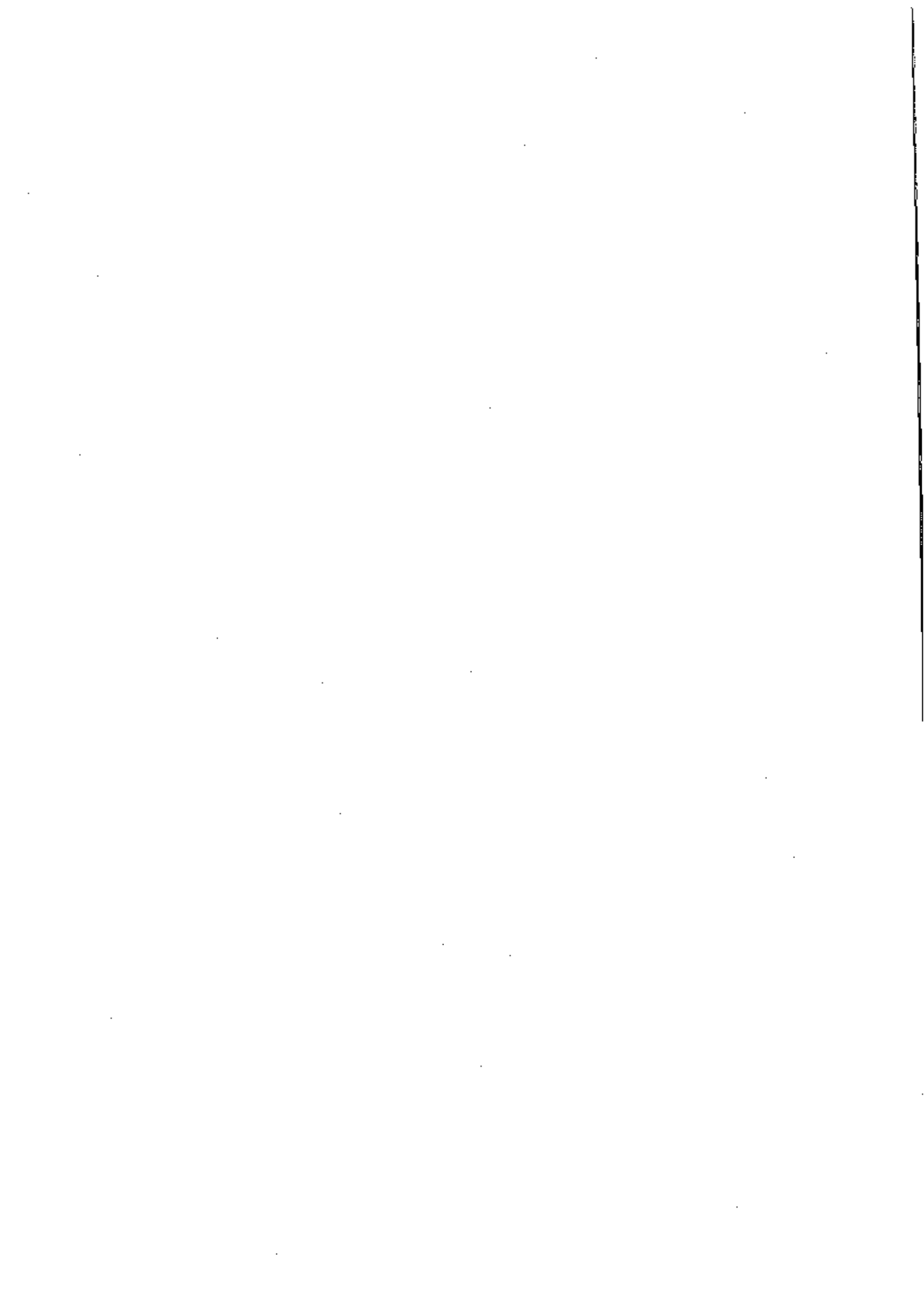
2. Indien u vertrekke (vervoer) maak of enige bespoorskeid, moet u hierdie ID-kaart by u hanteer. Indien u nie hierdie ID-kaart het, moet u die Nasionale ID-kaart by u hanteer. Indien u hierdie ID-kaart het, moet u die Nasionale ID-kaart by u hanteer. Indien u hierdie ID-kaart het, moet u die Nasionale ID-kaart by u hanteer.

REGISTEREER SEKTORIAAL AND-POSTAL-ADRESSES

1. Keep the card in safe REGISTERED RESIDENTIAL AND POSTAL ADDRESSES.

2. If you have changed your address or if particulars of your present address (e.g. name of street, street number, etc.) have changed, you must complete the NATIONAL CHANGE OF ADDRESS form in the account at the Department of Home Affairs and hand it in to the Department of Home Affairs. If you have moved to a new address, you must also complete the NATIONAL CHANGE OF ADDRESS form in the account at the Department of Home Affairs.

Die Douglas-kaart is 'n kaart wat gebruik word om die pos te lewer en om die pos te ontvang. Dit is 'n kaart wat gebruik word om die pos te lewer en om die pos te ontvang. Dit is 'n kaart wat gebruik word om die pos te lewer en om die pos te ontvang.
26 JUN 2002
BRANCH MANAGER
THE POST OFFICE





██████████
BCom.CAIB(SA).MBL.PCC

Managing Member

Nirvana Consulting Close Corporation

BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT

BUSINESS ACHIEVEMENTS

Rosebank Catholic Church (pilot) – Turnaround strategy

Honey Comb Sweets (Pty) Ltd – Turnaround strategy and Implementation through the UNDP

GALXCOC (Alexandra) – Sustainable socio-economic township development

Small Enterprise Development Agency SOC Ltd – Multimillion rand structured financing

Executive Development – Business coaching across different industries

Nedbank Ltd – Strategic planning, transformation and human capital

Standard Bank Ltd – Business development including Africa expansion

Strategy formulation

Human capital and cultural transition

Governance systems and controls

Operational Implementation

PURPOSE

To serve as an ethical and value creating member of the CEF (SOC) Ltd contributing my skill, expertise and capabilities in meeting the Board's mandate in achieving its strategic objectives. In so doing, contribute in building and sustaining the organisation's relationship with key stakeholders.

MOTIVATION

██████████ enjoys working within a challenging environment where he thrives in assisting organisations start new journeys, improve business performance, implement organisational change etc. He is able to do so by scanning the broad environmental landscape, understanding the market conditions, assessing the organisational position by exploring possibilities, mitigating risks and developing the roadmap to new territory. He also appreciates that execution and implementation cannot take place without people and hence his focus on people development and networks.

His extensive executive experience across a wide range of functional roles allow him to integrate his various skills to influence others in creating new pathways.

Some of ██████████ personality attributes include: *effective business strategy development and execution* for the initiation and development of strategic opportunities based on global market requirements. His bias towards detailed planning mitigates risk and ensures good governance. His confident and professional profile enables him to thrive in different cultures. The willingness to learn and explore new environments and try new things has been further developed through his own personal growth and development. His strong business focus and people management skills allow him to achieve greater success in getting things done. He is a skilled facilitator given his exposure of understanding people dynamics and working with relationships in a collaborative manner.

██████████ strong orientation toward operational and process delivery allows him to convert strategic intent into practical and implementable solutions – balcony/dance floor capabilities. His exposure in a project environment enables him to focus on execution, based on realistic timelines, deliverables,

contingencies and resource allocation. His ability to convert academic information into workable and practical solutions; looking at flexible and alternative possibilities work in his favour.

Another personality trait is his strong and sound business knowledge in the *management of financial performance*. He is bottom line driven based on "end to end" processes including environmental and regulatory impact. He is able to *leverage human capital* through his transformational leadership style and learning agility giving attention to people development. Self-motivation is ingrained. He has good leadership skills and is a committed and passionate team player.

██████████ is currently lead consultant in a pilot change initiative for the Catholic Church having lead the management team of a sweet manufacturing company in a business turnaround strategy to facilitate an empowerment transaction through a United Nations Initiative. This encompasses returning the business from loss making, looking at new distribution markets including Sub Saharan Africa and becoming accredited to international standards to compete in new supply chains. He worked extensively with the management team shifting the business from family owned to becoming institutionalised. His coaching expertise provided the backbone to support the cultural and organisational change which was demanding and challenging.

██████████ has also worked with the Alexandra business chamber, in the development of a major investment fund for the upliftment of the people of Alexandra township. His tenure at a government funding agency for small business to merge two agencies gave him exposure to the need for black business growth in South Africa. During this time, he worked extensively with national and provincial governments in establishing private public partnerships; creating financing opportunities in the growth and development of small and medium sized black businesses in specific priority markets.

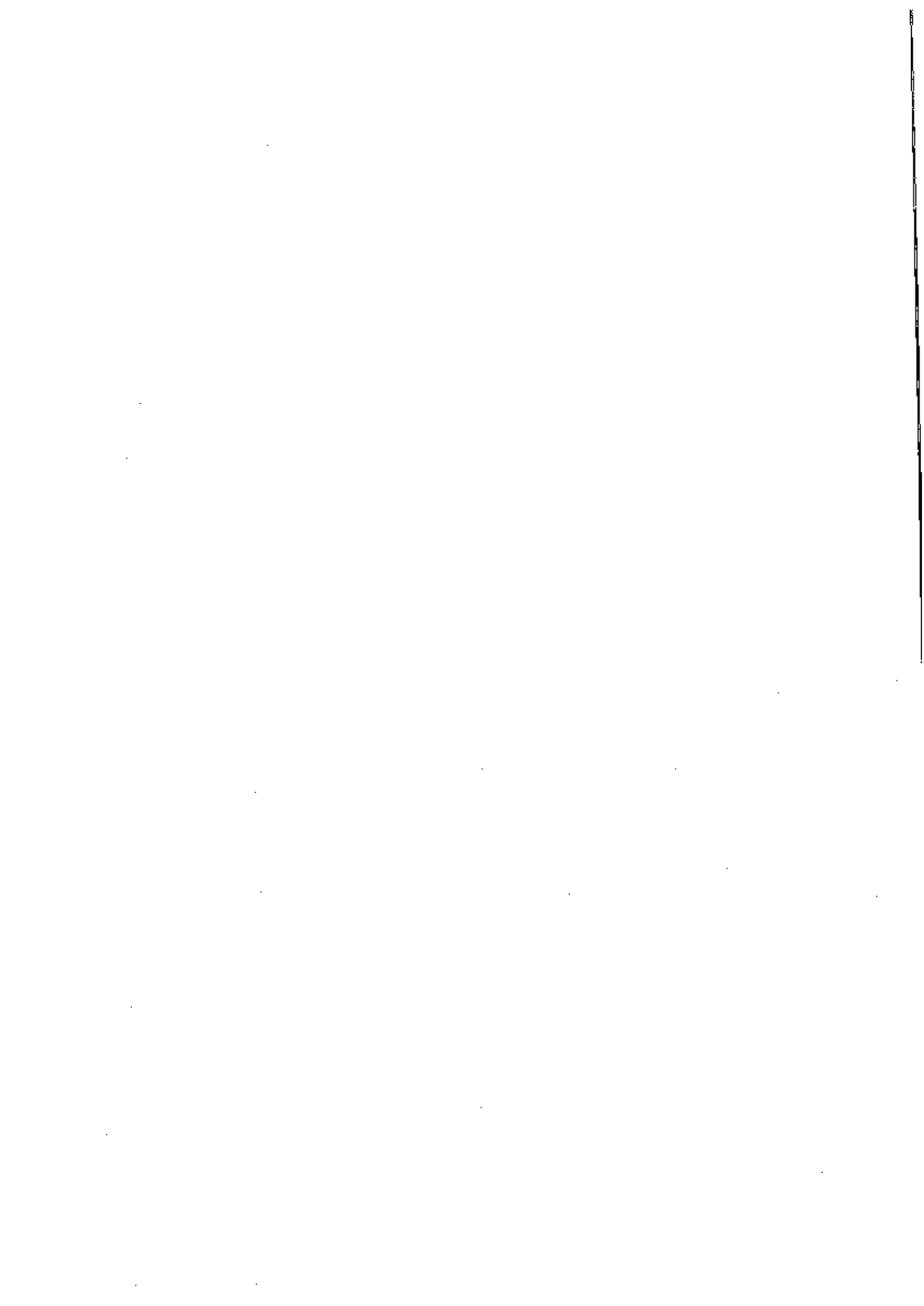
██████████ also spent several years in the area of human capital development. His exposure in this field entailed focusing on cultural and organisational change in a large financial institution where he led a team merging several major businesses into one. During the same period, he also changed the institution's approach to human capital from a centralised to a decentralised model. The experience in the human capital function was humbling and challenging but provided great learning in understanding human behaviour and relationships. This resulted in him embarking on a professional coaching qualification and began working with executives and senior managers in linking the world of business and their personal development. It's a journey that continues in the current exciting, demanding and complex world of work.

As a banker by profession, ██████████ spent twenty years in the banking sector with several years in senior executive roles. Some of the roles included repositioning the mass market which achieved recognition internationally including the World Bank; playing a key role in facilitating and implementing a technology driven/behavioural scoring micro-lending joint venture – a first in the banking industry; creating automated loan products through the ATM network and expanding retail banking into Africa.

██████████ qualification include a Master's degree and he has attended senior and executive international management development programmes including participating in the United Nations Supplier Development Programme where he is part of a small group of certified consultants.

██████████ board and advisory experience stands him in good stead in understanding the strategic relationship between management and the board. His knowledge of the legislative environment as well as good governance protocols assists him in fulfilling his fiduciary duties and striving to ensure that the organisation meets its economic, social and environmental obligations.

While he does not have experience or exposure in some areas called for in the specification, his leadership maturity, management skill, work ethic and willingness to learn will allow him to get up to speed in a short period before making a meaningful contribution in the role.



12 September 2020

[REDACTED]

EMAIL ADDRESS:

PHYSICAL ADDRESS:

POSTAL ADDRESS:

PURPOSE: APPLICATION FOR CEF NON-EXECUTIVE DIRECTOR

This application is a response to your advert which was flighted in the newspaper, for which I am expressing my interest. I am interested in being a non-executive director at the Central Energy Fund SOC, and submit a summary of qualifications, motivation and experience below with the details requested as per attached documents.

Education

I have attached a comprehensive CV which highlights my qualifications and professional experience which are relevant for this position. Specifically, I am a qualified electrical engineer with vast experience in the energy sector with emphasis in the electricity industry. I also have a business qualification and certificates from Wits Business School and Harvard Business School.

I have also attended the IOD's Governance Course, which has strengthened my appreciation of corporate governance in general. I have attached certificates of attendance to accompany this application.

I have also included my certified ID and certificates, as per your request in the advert.

Motivation and Experience

As highlighted in my resume, I am well qualified to serve on the board and have the requisite experience having served on other boards as well. I have had the privilege of being a non-executive director at the CSIR, and also chairing their Audit Committee. I have also served as a non-executive board member at Eskom Rotek Industries SOC (ERI), Energy Access Partnership (EAP), South African National Energy Association (SANEA) and Lesedi Local Municipality's Audit Committee.

AN

CURRICULUM

VITAE

[REDACTED]

[REDACTED]

EDUCATIONAL BACKGROUND

- HIGHEST STANDARD PASSED:** Standard 10.
~~Standard 10~~
[1975 - 1976]
- SUBJECTS PASSED** : Northern Sotho (HG)
Afrikaans 2nd Language (HG)
English 2nd Language (HG)
Mathematics (HG)
Physical Science (HG)
Biology (HG)
Afrikaans Mondeling, and
English Oral
- TERTIARY EDUCATION** : BA
(University of South Africa)
[1983 - 1994]
- : BA (Hons)
(Rand Afrikaans University)
[1995 - 1996]
- : MA. (Rand Afrikaans University)
[1997 - 2001]
- : Certificate in Management (CM)
{Stage 1 of MBA}
(Buckinghamshire
Chilterns University College-UK)
[1998]
- : Post Graduate Diploma in
Management Studies (DMS)
{Stage 2 of MBA}
(Buckinghamshire Chilterns
University College - UK)
[2000]
- : MBA
(Buckinghamshire Chilterns
University College-UK)
[2003]

PERSONAL INFORMATION

SURNAME : ██████████

FIRST NAMES : ██████████

DATE OF BIRTH : ██████████

MARITAL STATUS : ██████████

DEPENDANTS : ██████████

NATIONALITY : SOUTH AFRICAN

RESIDENTIAL ADDRESS : ██████████
██████████
██████████
██████████

POSTAL ADDRESS : ██████████
██████████
██████████

CONTACT NO. : ██████████

E-MAIL ADDRESS : ██████████

HOME LANGUAGE : NORTHERN SOTHO

OTHER LANGUAGES : SETSWANA, SESOTHO,
ENGLISH AND
AFRIKAANS

LANGUAGES FAIRLY UNDERSTOOD : isiZULU, isiXHOSA, SWATI,
isiNDEBELE, XITSONGA
AND TSHIVENDA

DRIVERS LICENCE : ██████████

help support and accelerate the development of Black engineers in Suzlon. This was done to complement South African recruits and creates an environment for them to learn from expatriates and have the know-how to implement wind projects on their own in future.

██████████ truly values people and appreciates the benefits received through teams that demonstrate thought and skill diversity.

██████████ is cognitively superior with exceptionally well-developed communication skills. He presents himself well and inspires confidence. He can hold his own in press conferences and community confrontations regarding non-delivery of services to impoverished communities. He has also being the leader for management regarding labour issues.

He certainly has a good understanding of the energy sector, specifically related to electricity coupled with good overall connections in the energy industry.

Some of his other accomplishments / recognitions / awards are:

- British Council Scholarship 1987 to 1991.
- Voted as "The Ultimate Bright Spark for 1992" from and by the 1992 Eskom graduates.
- Voted as the most participating student during the Global Utility Management Programme, Samford Business Utilities.
- Selected onto the Commonwealth Top Management Programme run by the National University of Singapore 20 to 31 January 1997.
- Selected as a High Performer in the Distribution Group at Eskom.

(nominated for the 2013 best male leader on transformation)

Personal Background:

Silas grew up in the Vaal Triangle, south of Johannesburg. His role models were:

- ██████████, Chief Operating Officer of MTN
- ██████████ (a cousin), ZimCapital
- ██████████ Virgin Group
- ██████████

He chose his career path because he liked electrical appliances. He opted to do a degree in order to be able to "fix and not break things". His education means a lot to him because he did not have to

pay back the people who paid for his education. [REDACTED] is glad that so many people call him to commend him on his achievements and see him as a role model.

His outside interests are that he likes to preach peace to people close to him. He also likes to tell people about global warming. A lot of people invite [REDACTED] to give talks to their employees, customers, children and friends on various topics. He runs various golf days including those which raise funds for charities. Soccer is, however, his favourite sport. He is also helping his brother, a priest, to raise funds to build a Christian church. He likes reading books on leadership, management, finance and business. He likes reading books which encourage him to think innovatively.

Attributes:

Silas regards himself as:

- Energetic
- Walk-the-talk
- Resilient
- Intelligent
- Detail oriented
- Warm
- Outgoing
- A self-starter
- Customer centric
- Persuasive
- A communicator
- Enthusiastic
- Relaxed
- Open
- Status conscious
- Tough
- Creative
- Controlling
- Honest

- Professional
- Direct
- A quick learner
- Spontaneous

He experiences stress when customers are not helped or when staff ill-treat customers. [REDACTED] regards his strengths as those items listed above, as well as his technical competencies. He also thinks he is good at building relationships at work and outside work.

He feels he has built a strong "pillar" in both the public and the private sectors. He intends to help politicians create sustainable jobs and prevent global warming.

Management style:

[REDACTED] regards his management style as approachable, being a good listener, supporting innovation, looking after assets which "create revenue and look after employees well-being". The feedback he receives is that people are shocked at the intelligent level of his leadership at his age.

He is assertive and confident, ambitious, likes logical things and technical solutions. He thinks his critical faculty, lateral thinking, risk aversion and vision are strong. [REDACTED] work philosophy is to be participative and to treat others as you would like them to treat you. His special work interest is to ensure the customer satisfaction index is always positive. His career objectives are to be part of a recognised company as a shareholder or leader.

Achievements:

[REDACTED] achievements are that he has achieved most Board and shareholder deliverables and to have built a strong and resilient workforce with potential for further development.

Summary:

[REDACTED] believes nothing is impossible. He believes that happy customers will pay proactively, and Silas tries to persuade people to make a positive difference to the needy.

DEPUTY CHIEF EXECUTIVE OFFICER: CORPORATE SERVICES

2009

Duties

- Management of the finance and procurement division; human resource management; information technology and project management office.
- Financial and budgeting administration. This included ensuring the Annual Financial Statements of the department are compiled and released on the prescribed dates.
- Oversee the implementation of both the IT and Human Resource strategies of the organisation.
- Performance monitoring and evaluation unit within the Project Management Office, I oversee the putting together of the performance indicators and the monitoring of the implementation. We compile the consolidated quarterly reports of both performance and the quarterly financial projections.

2001 – 2009(May) Chief Financial Officer: GCIS

DUTIES

- Managing the financial administration and Budget office. Also responsible for the overseeing the compilation of the Annual financial statement of the department and the Budget submissions to National Treasury
- Managing the supply chain division and serving as the chairperson of the Adjudication Committee.
- Advice management on a monthly basis the expenditure trends and provide financial and procurement support to the line managers.
- Overall managing of the Chief Directorate comprising of approximately 80 officials with a budget of R4m.

1999 – 2000 Director: Finance GCIS

DUTIES:

- Management of financial administration and budgeting division of the department and acting as the Chief Financial Officer;

- Management of the procurement administration and the auxiliary services of the department (Cleaning, security, property and transport divisions)

1997 – 1999 Deputy Directors: Administration:

GAUTENG PROVINCIAL GOVERNMENT

DUTIES

- Overall supervisor of financial, transport and personnel divisions of the Premier's Office
- Ensuring the administrative and logistical support to the Premier's office is provided

1996 – 1997 Project Officer: Communication (Assistant Director)

Gauteng Provincial Government

DUTIES:

- Responsible for interacting with the members of the public on queries directed to the Premier.
- Establishing working relation with community based media structures;
- Facilitate the procurement of the needs of the Communication Directorate

1993 – 1994 (April) Administrator: Department of Information and Publicity

AFRICAN NATIONAL CONGRESS (ANC) HQ

DUTIES

- Providing administrative support to the department;
- Assisted with administrative media support during the 1994 election period

1992: Studying full time

1991 Administrator: Organising Department

AFRICAN NATIONAL CONGRESS (ANC) HEAD OFFICE

DUTIES:

- Co-ordinating the interaction between Head Office with the regional offices.
- Arranging meeting and receiving reports from the Regional Offices

1978 -1989.

Have been in exile and working for the African National Congress in Angola, Mozambique and Swaziland until my arrest when I came into the country in 1989. Was released after the unbanning of the African National Congress in 1991.



1. [REDACTED] (Former boss)

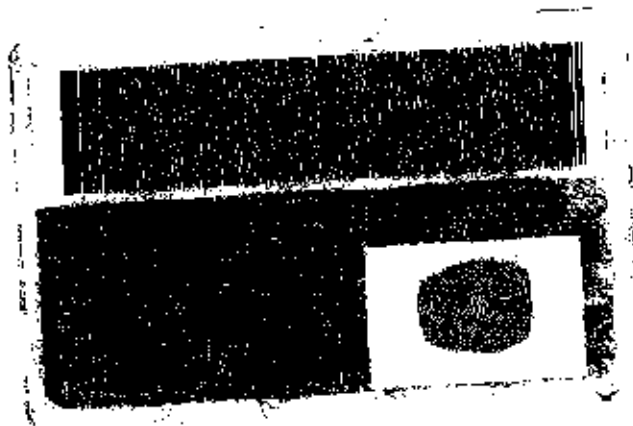
Contact: [REDACTED]

2. [REDACTED] (former Colleague)

Deputy CEO: Stakeholder engagement GCIS

Contact: [REDACTED]

Email: [REDACTED]



COMMISSIONER OF OATHS

Tshegafatsa Kgarabjang

Director: Legal Services

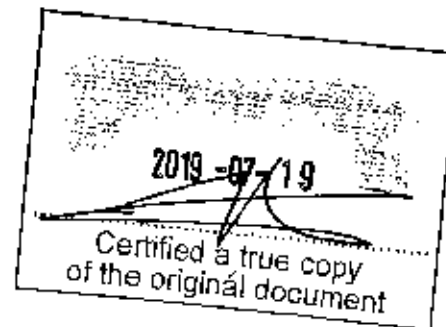
Department: Communications

Tshedimosetso House

1035 cnr Frances Baard and Festival Streets

Hatfield, Pretoria

Tel: 012 473 0478





Senior Certificate (Std 10) Senior Sertifikaat (St. 10)

(National Senior Certificate Examination)
(Nasionale Senior Sertifikaatksamen)

AWARDED TO TOEGEKEN AAN:

IDENTITY NO. / IDENTITEITS N^o: [REDACTED]

DATE OF BIRTH / DATUM VAN GEBOORTE: [REDACTED]

ISSUED AT / UITGEWEE: [REDACTED]

ISSUED AT / UITGEWEE: [REDACTED]

ISSUED AT / UITGEWEE: [REDACTED]

ISSUED AT / UITGEWEE: [REDACTED]

ISSUED AT / UITGEWEE: [REDACTED]

ISSUED AT / UITGEWEE: [REDACTED]

NONI AFRICAN POLICE SERVICES
CLIENT SERVICE CENTRE

2019-07-13

CLEVELAND

W. A. Nils
Vernieuwende Ofsier
Eksamenbeampste

J. H. Nass
Direktor - Generaal
Direksie - generaal

Education and Training
Onderwys en Opleiding

Winnings- en Opleidings
2019-07-13 15:01 3992/66/01

APPLICATION RECEIVED
AANSOEK ONTVANG 01/07/19

572104TY

DATE POSTED
DATUM GERYS 02/07/19

University of South Africa



EK SERTIFIKAT VAN OORSPRONG EN WYSGINS
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RANG / RANK: *207*
NAAM IN DRUKERS / NAME IN PRINT: *M. Duse*

We certify that

[REDACTED]
having complied with the requirements of the Act and Statute, was admitted to the degree of

BACHELOR OF ADMINISTRATION

*at a congregation of the University
on 4 May 1998*



[REDACTED]
Vice-Chancellor

[REDACTED]
Dean

EK SERTIFISEER DAT HIERDIE DOKUMENT 'N WATKOP (AFKOP) VAN DIE OORSPRONKLIKE DOKUMENT WAT OORGELEVER IS. EK SERTIFISEER VERDER DAT VOLGENS 'N TOEGEWYSDING OF VERANDERING OP DIE OORSPRONKLIKE DOKUMENT BRING IS NIE.

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HANDTEKENING/SIGNATURE	
MAGSNOMMER / FORCE NUMBER: 71420495	RANG / RANK: 1st
NAAM IN DRUKSKRIEF / NAME IN PRINT: [Signature]	UNIVERSITY OF SOUTH AFRICA

We certify that



having complied with the requirements of the Higher Education Act

and the Institutional Statute, was admitted to the degree of

MASTER OF PUBLIC ADMINISTRATION

at a congregation of the University

on 3 October 2006



Vice-Chancellor



Executive



MAI



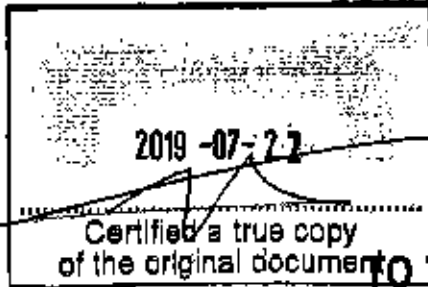
state security
State Security Agency
REPUBLIC OF SOUTH AFRICA

CONFIDENTIAL

COMMISSIONER OF OATHS
Tshegofatso Kgarabjang
Director: Legal Services
Department: Communications
Tshedimosetso House
1035 cnr Frances Baard and Festival Streets
Hatfield, Pretoria
Tel: 012 473 0478

SECURITY CLEARANCE CERTIFICATE

**THIS IS TO CERTIFY THAT
SECURITY CLEARANCE NO.**



[Redacted]

**TO THE LEVEL OF
TOP SECRET
HAS BEEN ISSUED TO**

ID: [Redacted]

[Redacted Signature]

DIRECTOR-GENERAL

[Redacted Date]

DATE


EXPIRY DATE: 2023-03-31

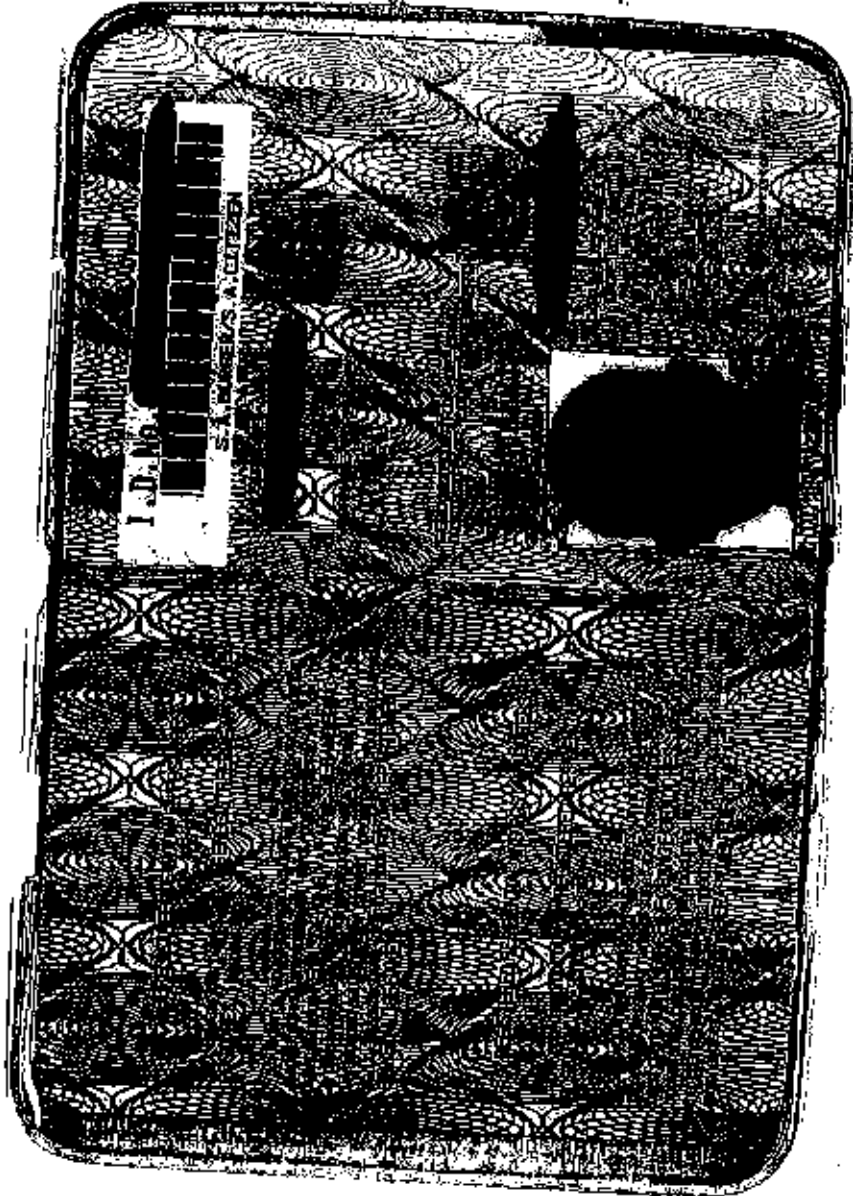
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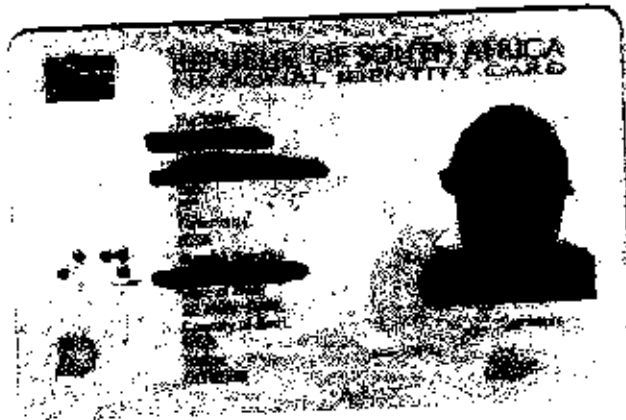
0044112

MADE ALAGBE
Commissioner of Oaths
SAR Human Resources, P.O. Box 395
Pretoria, 0001
(in terms of Govt Notice R2477)

**CERTIFIED A TRUE COPY OF
THE ORIGINAL**


COMMISSIONER OF OATHS
23/7/19





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MAGSNOUMMER 71420495 RAN 3 057
FORCE NUMBER RAN 3
NAAM NAME Duce



SOUTH AFRICAN POLICE SERVICE
CLIENT SERVICE CENTRE
2019-07-13
CLEVELAND
SUID-AFRIKAANSE POLISIEDIENST

THE UNIVERSITY OF CHICAGO
LIBRARY
540 EAST 57TH STREET
CHICAGO, ILL. 60637
TEL. 733-4131

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TEL. 733-4131

GEREGISTREERDE WOON- EN POSADRES

1. Bewaar de bewijs van u GEREGISTREERDE WOON- EN POSADRES in handen van:

2. Indien u van adres verandert, het of indien u anderszins van u huidige adres, de afdeling moet in kennis worden gesteld. Het moet de wettelijke bepalingen van de afdeling betreffen. Het is de eiser's taak de afdeling hiervan in kennis te stellen. Het is de eiser's taak de afdeling hiervan in kennis te stellen. Het is de eiser's taak de afdeling hiervan in kennis te stellen.

REGISTERED RESIDENTIAL AND POSTAL ADDRESS

1. Keep the record of your REGISTERED RESIDENTIAL AND POSTAL ADDRESS in this book.

2. If you have changed your address, or if particulars of your present address, etc. have changed, you must inform the office in which you are registered. It is your responsibility to inform the office in which you are registered. It is your responsibility to inform the office in which you are registered.



S. A. BURGER/S. A. CITIZEN

VORNAAM/FORENAME

GEBOORTEDATUM OF -LAND/
DISTRICT OR COUNTRY OF BIRTH

SOUTH AFRICA

GEBOORTEDATUM
DATE OF BIRTH



DATUM UITVERLOF
DATE ISSUED

2000-02-03

UITVERLOF OF GEGAE VAN DIE
DIRIGTEUR-GENERAAL
REPUBLICANER SAKE

ISSUED BY AUTHORITY OF THE
DIRECTOR-GENERAL
REPUBLICANER SAKE

SOUTH AFRICAN
POSTAL SERVICES
2016-07-21
KUNNTE DIENSSENTRUM
SANDTON
SUID AFRIKAanse pos 1722

172204-3
RANK
RANK
CST
[Signature]

BEZIGTIGER DAT HIERDIE DOKUMENT 'ARE (AF) VOOR
DIE OORSPRONKLIKE DOKUMENT WAT VIR ...
NI EK SERTIFIEER VERDER DAT, VOLGENDY WAAR ...
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PERSON. I FURTHER CERTIFY THAT FROM MY CLOSEST INSPECTION NO
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REGISTRASIONOMMER 7142249-5 RANG 001
SERIE NO. 001
NAAM IN DRUKSKRIEF INNOVATIVE IDEAS TRAINING ACADEMY
NAAM IN 'PRINT

INNOVATIVE IDEAS TRAINING ACADEMY

'BUSINESS SUCCESS THROUGH CUSTOMER SATISFACTION, THAT'S WHAT WE KNOW'

THIS IS TO CERTIFY THAT



HAS BEEN AWARDED A CERTIFICATE

For Successfully Completing the

Strategies for PR and Communications

Master Class

FACILITATOR



SOUTH AFRICAN POLICE SERVICE
CLIENT SERVICE CENTRE
2019 -07- 13
CLEVELAND

LECTURER SIGNATURE

DIRECTOR SIGNATURE

ISSUED ON THIS 29TH DAY OF JUNE 2012

1961 – 1984

GCSE, Solomon [REDACTED] Freedom
College in Tanzania

Subjects passed

Accountancy, Mathematics, English, History
Geography, Development of the World,
History of the struggles

1967 – 1979

Did my schooling in King William's Town
and Butterworth. Details available on
request

WORKING EXPERIENCE

June 2016 to date

Deputy Director General: Empowerment and
Stakeholder Management
Department of Military Veterans

Responsibilities

Provincial Offices and Stakeholder Relations
Empowerment and Skills Development
Heritage, Memorials, Burial and Honours

June 2014 to May 2016

Senior Manager: Office of the Deputy Speaker
Eastern Cape Provincial Legislature

Responsibilities

Manage the Office of the Deputy Speaker,
Ensure compliance with all policies and
Procedures in the Office of the Deputy Speaker,
Develop and maintain good image of the Office
Of the Deputy Speaker,
Ensure effective and efficient management of the
Office of the Deputy Speaker.

September 2011 – Sept 2012

Acting General Manager: District Development &
Implementation

Responsibilities

Coordinate District Management & Development,
Oversee the Implementation of Service Delivery
And District Coordination and the Area Managers,
Ensure Implementation of Batho Pele, Develop
Partnerships and Manage Interdepartmental
Relations, Provide Strategic direction and
Leadership to the District Managers, Ensure
Monitoring and Evaluation of Departmental
Projects and Programmes at District Level,
Interpretation of Legislation relevant to the
Districts, Ensure Implementation of an Integrated
Service Delivery Model in all District Offices of
Social Development & Special Programmes

November 2010 – Aug 2011

Senior Manager Office of Head of Department
Department of Social Development & Special
Programmes

Responsibilities

Manage and Implement Monitoring System which
Track Progress and Impact of the Department,
Ensure Departmental Strategic, Annual and
Operational Plans are aligned to the Provincial
Growth and Development Programme of Action,
Coordinate Departmental Reports on behalf of the
Head of Department, Monitor Provincial Policies
And the Legislative Framework relating to the
Department of Social Department & Special
Programmes, Monitor, Promote and coordinate
The implementation of Departmental Service
Delivery Plans, Ensure the Promotion of
Cooperative Governance with National and
Provincial Government, Manage the of the Head
Of Department, Manage and Supervise Staff in
Office of Head of Department.

May 2009 – Nov 2010

Head: Office of the MEC
Department of Social Development

2007 -2009

Convivium
Senior Associate

2002 – 2007

General Manager: Strategic Support

Buffalo City Municipality

Responsibilities

Public Participation
Special Programmes Inclusive of Gender, Youth,
People with Disability, HIV/AIDS & Older People
Council Support

1999 – 2002

Independent Development Trust (IDT) –
Programme Implementation Manager (PIM)

Responsibilities

Programme planning
Receive programme and draw action and
Scheduling plans.
Coordinate all relevant stakeholders
Identify service providers
Draft service provider's terms of reference
And Contracts for validation by the legal
Department.
Enter into agreement with service providers.

Manages relations

To consolidate the social and technical
Outputs.

Social: community, active social groups, Churches,
association etc.

Technical: contractors, service providers,
Engineers etc.

Programme Implementation

Coordinate activities of the community, service
providers and other stakeholders.

Align programme with time requirements.

Monitors and reports on programme progress

Coordinate and manage each process

Compile reports on status, financial controls and
possible problem areas.

Actively identify possible risks.

Manage risks.

1998 – 1999

IDT – Seconded as Programme Coordinator in the
Transformation Programme Office.

Responsibilities

**Project leader for Transformation
Communication Project (only member)**

To make sure that staff is kept up breast about
developments during transformation process. To
communicate issues that involve staff, on time and
accurately. To respond to queries and questions
raised by staff in a sensitive and honest manner
without compromising the organization.

**Project Leader for Transformation
measurement tool (only member)**

To monitor Transformation progress against set
milestones. To monitor whether transformation is
within budget without compromising quality. To
monitor overall transformation projects whether
they are on schedule and within budget. To
indicate to all project leaders without alarming the
critical path.

To ensure overall coordination of the
Transformation. To attend and make presentations
in Executive Committee Meetings. To prepare
presentation for the Board of Directors. To visit
provinces to solicit buy in from staff. To inform
strategic partners and government on
developments such as changed core business and
mission statement. To network with other
development agents in verifying our development

niche in the development arena.

1997 – 1998

IDT – Provincial Programme Coordinator EC

Responsibilities

Analyse Provincial Develop Needs. To generate and analyse information on provincial poverty impact, social demographics, economic development indicators. Indicate via scientific analysis areas in the province that require development intervention and the appropriate kind and order.

Identify Provincial Development Initiatives / Interventions. To study provincial government development initiatives and counterpose such to IDT and private sector Interventions Develop in Consultation with Programme Managers, Provincial government departments and private sector appropriate development initiatives / interventions for the province.

Implementation of Development Initiatives Interventions. To ensure that facilitation teams are aware of development programme objectives / mission and corresponding criteria. Assist Programme Managers In Programme Implementation in the province.

Monitor and Evaluate Development Initiative Intervention. Monitor and evaluate whether development initiatives / intervention have met objective / mission and criteria and submit reports in this regard.

Liaison with Research Institutions, Private Sector and Provincial Government Departments. Source information of Provincial poverty impact, social demographics and economic indicators from reputable research institutions. Liaises with private sector, government delivery departments on provincial development needs and required initiatives / Intervention administration. Generate reports as required in an agreed format.

1997 September

IDT Community Facilitator

Responsibilities

Facilitation, Consult broadly at local / District level with communities to:

- Establish their development needs

- Priorities development needs at general meetings.
- Ensure community involvement and commitment to guarantee sustainability of projects
- Facilitate the establishment of community structures via consultation with all stakeholders in a community.
- Assist community development committee to open bank accounts for projects and develop and adopt a constitution for the committee.
- Ensure community participation in the identification, approval and appointment of technical support for projects (principal agent, technical consultants, project manager etc).

Monitoring and Evaluation. Monitor and evaluate the environmental, social, health, and economic impact of projects / programmes.

Communication. Facilitate contact between community development committee and municipality, tribal authorities, funders, NGO's civics and government officials. Facilitate workshops at the community levels.

Training / capacity building. Ensure community participation in the identification, approval, and appointment of training institutions and implementation of training on such areas as bookkeeping, budgeting. Conduct workshops to clarify role and responsibility of office bearers. Monitor the quality of training provided by the training institution.

Administration. Maintain up to date project files on each project. Ensure that copies of project minutes are kept on project files. Develop a monthly action plan on project facilitation. Attend monthly meetings convened to report on project progress.

1997 August

Qualified as a member of the Estate Agent Board

1996 January

Joined Pam Golding Properties (King William's Town branch as an Estate Agent.

- 1995 September to December Research for trust for Christian Outreach and Education (TCOE) on local government.
- 1995 November Presiding Office – Local Government Elections
- 1992 – 1995 Resident Tutor – University of East Anglia United Kingdom
- 1991 Summer holidays worked part-time for The University of Transkei's Bureau of Development, Research and Training. Worked with Carl Keyter. My work mainly involved the evaluation of households for the distribution of funds for sustainability projects.
- 1986 – 1990 Worked as an Administrator in the South African Congress of Trade Unions (SACTU) London office, in the treasury department. Worked with Archie Sibeko. My work included fund raising, bookkeeping, addressing meetings and doing administrative work.
- 1986 – 1989 Worked in Angola for the ANC as a Commander of the women's group.
- 1980 Got involved with the ANC as a pupil and had to leave South Africa for political reasons.
- INTERESTS** I would like to contribute towards elevating the Status of disadvantaged communities both economically and socially. I am also equipped to deal with trade related negotiations. I enjoy organizing people and instilling hope by both working directly with consulting people to draw up realistic policies and practices given limited resources.

REFERENCES:

[REDACTED]
General Manager - [REDACTED]
[REDACTED]

[REDACTED]
Managing Director - [REDACTED] Consulting
[REDACTED]

[REDACTED]
General Manager - Health Services
[REDACTED]

INTERNATIONAL CONFERENCES ATTENDED

- 2017 United Nations Commission on the Status of Women, March, New York, United States;
- 2008 World Urban Forum, 3 - 6 November, Nanjing, China;
- 2008 United Nations Population and Development, United Nations, April, New York, United States;
- 2008 United Nations Housing and Urban Development (UN Habitat), November, Nairobi, Kenya;
- 2008 2nd African Ministerial Conference on Housing and Urban Development, 28-30 July, Abuja, Nigeria;
- 2008 Business Cycle Development, Financial Fragility, Housing and Commodity Prices, 21-23 November, Barcelona, Spain;
- 2007 Intelligence Analysis in the Asia-Pacific Conference: Intelligence Culture and Practice, 17-18 September, University of Adelaide, Australia;
- 2006 Africa Beyond Aid, conference organized by the Brenthurst Foundation and the Konrad-Adenauer Stiftung, 3-4 April, Potsdam, Germany;
- 2005 World Trade Organisation, Ministerial Conference, 13-18 December, Hong Kong, China.

REFERENCES

1. [REDACTED]
Executive Director: Mapungubwe Institute for Strategic Reflection
[REDACTED]
[REDACTED]

2. [REDACTED]
Special Advisor: Minister of Mineral Resources & Energy
[REDACTED]
[REDACTED]

3. [REDACTED]
South Africa's Ambassador to The Hague
[REDACTED]
[REDACTED]

ACADEMIC ACHIEVEMENTS

- Pass Credit Management Course with Distinction (2014)
- Recipient of Rand Merchant Bank & African Harvest bursaries: Selected from top 10% students in the Accounting department (2000 – 2001) - UFS
- Certificate of Merit – Top 10 first years in Welwetchia Residence – UFS
- Distinction in Business Economics – Grade 12 – Inanda Seminary (KZN)

LEADERSHIP ROLES

- Provincial Coordinator for Professionals, Academics, Business and Suburbia.
- Various leadership roles in the communities in which I have resided.
- Board member of New Life Shelter (NPO looking after abused girl children based in Lombardy East).
- Led the Audit of the Biggest Client – MIBFA, in the Retirement Funds Division – Ernst & Young 2008 -2009.
- Member of the Best Audit Team – Investec Limited – Ernst & Young 2006 – 2007.
- Member of Student Transformation Forum - UFS
- House Committee Member – Academics Portfolio -UFS

EMPLOYMENT HISTORY

Company: Denel SOC LTD

Position: Independent Non-Executive Director
Chairperson of the Risk Management Committee
Member of the Audit Committee
Member of the Investment Committee

Period: May 2018 – Present

Responsibilities:

Oversight Responsibility with focus on:

- Rebuilding and strengthening governance.
- Rooting out corruption.
- Restoring Denel SOC LTD's financial position and
- Ensuring that Denel fulfils its economic and developmental mandates.

Company: Gauteng Department of Health

Position: Chief Financial Officer

Budget: [REDACTED]

Period: [REDACTED]

Responsibilities:

Strategy

- Drive the turn-around of the Gauteng Department of Health.
- Drive Transformation of procurement and supply chain management

**Responsible for Budgeting for the Department.
Responsible for Risk Management and internal controls.**

Responsible for Financial Reporting.

Responsible for Stakeholder Management

Company: South Ocean Holdings Limited – JSE Listed

Position: Group Chief Financial Officer

Budget: R2.0 billion

Period: August 2016 – January 2018

OTHER NOTABLE EXPERIENCE:

- **Transnet Ltd (Internal Audit division)** – outsourced by Ernst & Young Inc. for 2 months (October – November 2008). Performed internal audit procedures.

- **Land Bank** – outsourced by Ernst & Young Inc. from January 2010 to June 2011: Assisted the Compliance & Administration Manager with the following:
 - Reviewed and processed journals.
 - Performed month-end procedures.
 - Reviewed human resources transactions and reconciliations.

- **Standard Bank** – Africa Finance division. Assisted Standard Bank Branches in the DRC, Uganda and Kenya in preparing budgets, revised estimates and in utilising the new financial model planning tool.

COMPUTER LITERACY

Caseware
AlignAlytics (on-the job training – Endo – Litha's American parent company)
TeamMate (on-the job training – Endo – Litha's American parent company)
Navision (on-the-job training – Litha healthcare Group)
SAP (on-the-job training, Land Bank)
Microsoft Excel 2000, 2003, 2007, 2010 (Advanced)
Microsoft Word 2000, 2003, 2007, 2010 (Advanced)
Microsoft PowerPoint 2000, 2003, 2007, 2010 (Intermediate)
Internet and e-mail (Microsoft Outlook, Lotus Notes)
EY audit software – EY/AWS, GAMx

REFERENCES

[Redacted references]

- Ensuring that Annual Financial Statements are in accordance with the latest statements of International Financial Reporting Standards (IFRS)
- Evaluating accounting systems to determine their efficiency and effectiveness
- Ensuring delivery of high-quality Annual Financial Statements through detailed review for accuracy and disclosure

Company: Ernst & Young Inc.
Position: Trainee Accountant
Period: January 2005 – December 2007
Responsibilities:

- * 2007 – planning and execution of audit strategy for various engagements at supervisory level including:
 - Assessing risks at overall entity level as well as at account level
 - Performing substantive procedures
 - Performing tests of controls
 - Wrapping-up of audits
 - Drafting audit reports and other reports on audit findings
 - Conducting research on clients in order to obtain an understanding of the client and its environment
- * 2006 – execution of audit strategy for various engagements at assistant level
- * 2005 – execution of audit strategy for various engagements at senior level

Client portfolio – Ernst & Young: Post Articles

Client Name

Land Bank
 Standard Bank
 Transnet Metal Industries Benefit Fund (MIBFA)
 Edcon Pension Fund
 Mr Price Executive Pension Fund
 Various Pension Funds administered by Liberty
 Various Retirement Funds administered by Metropolitan
 Werksmans Staff Provident Fund
 Various Funds administered by Alexander Forbes

Client portfolio – As a Trainee Accountant:

Client Name

Sanlam Sky (Long term)
 Investec Property Group (Long term)
 Safrican Insurance Company
 Channel Life
 Transnet – Internal Audit
 Scania South Africa

Review monthly balance sheet reconciliations
Branch Reconciliations review

Company: Land Bank Land and Agricultural Development Bank of South Africa

Position: Project Accountant.

Period: June 2011 – April 2014

Responsibilities:

- Recalculation of interest claims
- Perform quality checks on recalculations done
- Compile Monthly Management Accounts
- Ensure that branches have the recalculated memos timeously to relay the results to the clients.
- Perform administrative duties for the project team.

Company: Ernst & Young Inc.

Position: Client Service Executive/Assistant Manager

Period: Jan 2008 – June 2011

Responsibilities:

* Project management of audit assignments in an Assistant Manager Capacity involving:

People Management:

- On-the-job coaching, mentoring and transfer of skills to junior staff members.
- Planning human resources for audit engagements.
- Managing teams comprising of first, second and third year trainee accountants.
- Perform engagement reviews and performance assessments for the team members including identifying development needs.
- Developing and maintaining relations with existing clients.

Administrative Function:

- Preparation of budgets and compilation of budgets reports
- Consistent monitoring of the budget set for the audit engagement and reporting to Directors
- Completing audit reports for dissemination to management and ensuring proper follow up of outstanding items and recommendations
- Communicating results of audits through written reports and oral presentations to management
- Reviewing tax returns, provisional and annual returns and handle SARS queries

Audit Function:

- Understanding of the client's environment and designing audit strategy appropriate to address the identified risks.
- Review of Annual Financial Statements (AFS)

Company: Endo International PLC/Litha Healthcare Group

Position: (Senior Manager) Finance /Head of Internal Auditor

Period: May 2014 – July 2016

Responsibilities:

- Reporting to the Director of Internal Audit – Endo Pharmaceuticals (USA).
- Previously reported to the Audit Committee when Litha was listed on the JSE.
- Prepare and perform SOX compliance audit across the group.
- Prepare quarterly Internal Audit and risk reports for the Audit Committee meetings.
- Attend Audit Committee meetings.
- Develop and implement Internal Audit plans so that an effective and efficient audit process exist within the company.
- Develop and implement policies and procedures for effective functioning of the Internal Audit function.
- Ensuring that the functions of the Internal Audit are aligned to the requirements of business.
- Set up and manage activities of the Internal Audit department.
- Preparing the audit reports and liaise with all divisions and Senior Management on audit findings
- Provide assistance, advice and guidance to all divisions and management with regards to the implementation and maintenance of adequate controls.
- Coordination of integrated reporting initiatives in the Group.
- Participating in month/quarter and year end closing reporting.
- Assisting in the preparation of quarterly reporting packages.
- Assisting in the preparation and coordination of the annual budgeting processes.

Company: Land and Agricultural Development Bank of South Africa

Position: Acting Senior Financial Accountant

Period: June 2011 – April 2014

Responsibilities:

- Ensure all transactions comply with International Financial Reporting Standard (IFRS)
- Assist with annual budgeting process
- Authorisation of EFT payments
- Prepare cash flow forecast and projections on monthly and quarterly basis for National Treasury reporting purposes.
- Liaison with external and internal auditor
- Preparation of the Annual Financial Statements
- Ensure adherence to financial processes, procedures and policies
- Member of the Bank's Retail Credit Committee
- Month End Procedures:
Approval of journals

- Train the Finance Unit and other staff on raising awareness and knowledge of financial management matters.
- Oversee the production of monthly reports, as well as financial statements and cash flow projections for use by Executive management, as well as the Audit and Risk Management Committee and Board of Directors.
- Assist in the design, implementation, and timely calculations of wage incentives, commissions, and salaries for the staff.
- Oversee Accounts Payable and Accounts Receivable.
- Ensure a disaster recovery plan is in place.
- Responsible for drafting annual financial statement complying to IFRS to be audited.
- Review and assist with the Integrated Annual report.

Treasury

- Organising and structuring of key finance investments to generate competitive advantage.
- Monitor cash balances and cash forecasts.
- Ensure that adequate cash flow is available for business activities.

Budget

- Prepare annual budgets for the Group and present to the Board of Directors for their approval.
- Analysis together with the CEO and the MD's of the subsidiaries, the budgets of the individual companies, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that reforecasts are done on a quarterly basis together with the CEO and the MD's of the subsidiaries, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that expenditures of the Company are within the authorized annual budget of the Company.
- **Maintain good relations with third parties, ie Banks, JSE sponsors etc...**
- **Develop, implement and oversee the strategy to ensure adequate transformation of the Company in line with BEE regulations and Employment Equity Act.**
- **Maintain a good working relationship with internal and external audit Firms.**
- **Ensure the integrity of all public disclosures by the Company**

Responsibilities:

- Reporting to the Board of Directors and Group Chief Executive Officer.

Strategy

- Assist in formulating the company's future direction and supporting tactical initiatives.
- Assist in performing all tasks necessary to achieve the organization's mission and help execute staff succession and growth plans.
- Work with the CEO on the strategic vision including fostering and cultivating stakeholder relationships.
- Assist the CEO in identifying new funding opportunities.
- Assess the benefits of all prospective contracts and advise the Executive Team on programmatic design and implementation matters.
- Manage the capital request and budgeting process.

Operations

- Participate in key decisions as a member of the executive management team.
- Maintain in-depth relations with all members of the management team.
- Manage the accounting, human resources, investor relations, legal, tax and treasury departments.
- Oversee the financial operations of the subsidiary companies.
- Implement operations best practices.
- Assisting in the development and negotiation of contracts.

Risk Management

- Ensure that a proper Risk Management Policy is in place.
- Ensure that proper Risk registers are maintained.
- Understand and mitigate key elements of the Company's and Group's risk profile.
- Maintain relations with internal and external auditors and investigate their findings and recommendations.
- Develop and maintain systems of internal controls to safeguard financial assets of the organization.

Finance Management

- Oversee the management and co-ordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to.
- Reports to funding agencies, development and monitoring of organizational and contract/grant budgets.
- Ensure that proper procedures are in place to control authorisation of all purchases.
- Ensure proper control procedures for appointment and payment of staff are in place.

CURRICULUM VITAE

PERSONAL INFORMATION

Identity number: [REDACTED]
Date of birth: [REDACTED]
Citizenship: South African
Marital status: Married
Dependents: One
Languages: English, Sesotho, IsiXhosa & IsiZulu
Health: Good
Driver's licence: [REDACTED]
Email address: [REDACTED]

Gender & Race: Female – African.

EDUCATION/QUALIFICATIONS

Professional Designation: Chartered Accountant (South Africa) (CA (SA))

Public Practice Examination: Independent Regulatory Board of Auditors (IRBA)

Auditing Specialist Course: Joint course by UCT & UJ

Credit Management Certificate p3: Institute of Credit Management (with distinction)

Part 1 Qualifying Exams (QE1): South African Institute of Chartered Accountants (SAICA)

Post Graduate Diploma in Accounting Sciences: University of South Africa

B.Com. Hons. (Accounting) : University Of Kwa-Zulu Natal (2005)

B.Com. Hons. (General) : University of the Free State (2002)

B. Com. (Accounting) : University of the Free State (2002)

Diploma in General Management: Natal Technikon (1998 – Successfully Completed first year)

Einladung zum Fest

Wir laden Sie herzlich ein, anlässlich der Jubiläumsgedächtnisfeier der ...
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higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Media, Information and Communication Technologies
Sector Education and Training Authority

mictseta

Accelerating quality skills towards an information savvy society

National Certificate

This is to certify that



I.D. No:

Has successfully achieved competence against the following
SAQA registered qualification

NATIONAL CERTIFICATE: RADIO STATION MANAGEMENT

NQF Level 5
(NLRD No. 49122)

In terms of section 9 (1)(f) of the ETQA Regulations
No. 1127 of 1998 under the SAQA Act No. 58 of 1995,
effective 1998



16/05/2017

Date of Issue

Commissioner of oaths (Ex officio)
Jeremy Rex Walks
Competence Area Manager - Sensor
Science and Technology
CSIR Materials Science & Manufacturing
P.O. Box 393 Pretoria 0001

Certified a true copy of the original



Mr.
SST Competence Area Manager

CN: JSIETDA/03422

Awarded as an original document with no alterations



Institute for the
Advancement of Journalism

Certified a true copy of the original

J. Walls
Mr. J. Walls
SST Competence Area Manager

Commissioner of Public Safety
Jeremy Rex Walls
Competence Area Manager - Sensor
Science and Technology
OSP/Advanced Science & Manufacturing
P.O. Box 308 Prichard, AL 36067

Certificate of Completion

[Redacted Name]

has completed the course

Strategic Thinking for Communicators

22 January 2014

[Redacted Signature]

Executive Director: [AJ]

[Redacted Signature]

Course Facilitator



THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2195, South Africa

Certified a copy of the original

Accreditation Number: MAPP7944

Certificate of Attendance

Commissioner of South African
Journalism
Competence Area Manager - Senior
Science and Technology
CSI/Science & Technology
P.O. Box 398 Pretoria 0001

[REDACTED]
has completed a 12 month learnership on

Radio Station Management: National Certificate NQF Level 5

in Johannesburg February 2007 - October 2009

[REDACTED]
IAJ Executive Director
20 October 2009

Results



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA



Mr. [REDACTED]

October 09, 2015

National ID/Passport: 6908285361083

Final Results: Short Course on Project Management Principles and Practices with MS Projects (P003082-001-2015)

Herewith a summary of your final results for the Short Course on Project Management Principles and Practices with MS Projects. Enquiries can be submitted to [REDACTED] contact our Client Information Centre at [REDACTED]

Assessment	Result %	Description
Practices and Principles - Practices and Principles Assignment	78	Pass with Distinction
[REDACTED]	78%	Pass with Distinction

Please visit our website at www.ce.up.ac.za for upcoming courses!

Certified a true copy of the original

[REDACTED]
SST Competence Area Manager

Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager - Sensor
Science and Technology
CSIR/Matielabs Science & Manufacturing
P.O. Box 395 Pretoria 0001

July 31, 2019

Dear [REDACTED]

APPLICATION FOR THE POST OF THE DIRECTOR – GENERAL

I am writing in response to your advertisement of the post of the Director – General Government Communication and Information Systems, which was recently advertised in the Sunday Times dated 14 July 2019, hereby submit my application for the post as I am confident that I meet the requirements for the position.

I have thirty-five (35) years' experience serving collectively in the supervisory, middle management, senior management and executive management levels. Six (6) of those years were at the supervisory level in community development at the Administration Board Northern Transvaal. Fourteen (14) years were at the management level in television productions at the South African Broadcasting Corporation (SABC). Nine (9) years were at the senior management level in the promotion of gender equality at the Commission for Gender Equality (CGE). The remaining seven (7) years were at the executive management level at the Independent Communications Authority of South Africa (ICASA), the regulator of ICT Industry in South Africa.

I have acquired knowledge in film making, when I was employed by the Administration Board Northern Transvaal (Admin Board N TVL). During my tenure at the Admin Board NTVL, I was an assistant to the Board's Camera Operator for recording community development documentaries throughout the then Northern Transvaal. I had an opportunity to operate the motion picture camera to record the production and dispatched the recorded films to the laboratory for processing. I also had the opportunity to learn how to edit the film to make the final copies of our documentaries.

My work in Film Production created an interest for me to work in television production at the SABC (Corporation). The Corporation recruited me as the Junior Producer for the then TV 3 in 1983. The Corporation provided intensive television production training to me and other recruits. My training production was rated the best at the end of our training. I progressed throughout the years from Television Producer to a management level as the Specialist Producer and occupied that position till I left



UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

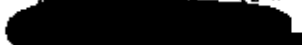
At a congregation of the University
held on 08 December 2015

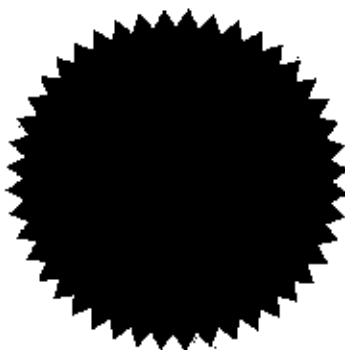


was admitted to the Degree of
Master of Arts

Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager – Sensor
Science and Technology
CSIR Materials Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certified as true copy of the original


Mr J. Wallis
SSY Competence Area Manager




Dean: Faculty of Humanities


Vice-Chancellor and Principal


Registrar



UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG

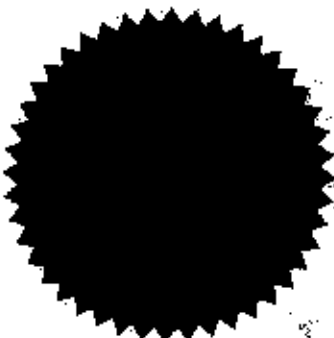
At a congregation of the University

held on 28 June 2012

[REDACTED]
was admitted to the Degree of

Bachelor of Arts with Honours

(Journalism and Media Studies)



Dean, Faculty of Humanities



Vice-Chancellor and Principal



Registrar

Comptroller of seals (Ex officio)
Jeremy Rex Wallis
Competence Area Manager – Sensor
Science and Technology
CSIR-Metrolabs Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certified a true copy of the original



SSY Competence Area Manager

the Corporation in 1997.

During my tenure as the Television Producer I produced documentaries and magazine productions by recording on film before the introduction of video tape recording. I have experience in broadcasting live productions, and I produced live programme called [REDACTED] at the SABC studios in Silverton, Pretoria. I am grateful to mention that through my skill, knowledge and diligence in television productions, I was awarded with the best Television Awards as well as the Management Recognition of Achievement Award.

My role as Specialist Producer was to lead and manage the team of television producers who produced magazine programmes. My knowledge in film and video productions equipped me with experience and knowledge in Public Service Broadcasting. I am grateful to mention that I was delegated on numerous occasions to act as the Regional Editor for TV News Pretoria when the incumbent was on leave.

In my career at the CGE, as the Head of Department, I provided strategic leadership and management to Public Education and Information Department. As a member of Senior Management at the CGE, I have participated in the development of the 5-year Strategic Plan and Annual Performance Plans. I planned, led and oversaw the implementation of the Public Education and Awareness Campaigns for the promotion of gender equality in all communities of South Africa. I have managed the allocated budget in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the roll-out of the Information Technology (IT) infrastructure and managed the efficient delivery of IT services to Commissioners and staff.

During my tenure in ICASA, I worked directly with Councillors as the General Manager for Consumer Affairs Division. I have provided strategic leadership and direction to the Division I led, and I had participated in the development of the 5-year Strategic Plan and Annual Performance Plans. My core responsibilities were to manage the allocated financial resources in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the promotion of consumer protection in the ICT sector through Public Education and Awareness Campaigns, resolved consumer complaints, ensured consumer research, ensured the monitoring of Quality of Service (QoS) as provided by ICASA licensees as well as provided guidance in the development of consumer protection regulations.

I have experience in serving as a Councillor in Digital Dzonga Council. Digital Dzonga Council was mandated to spearhead digital migration and to advise the Minister of Communications on Digital Migration Strategy in South Africa. In Digital Dzonga Council, we developed Broadcast Infrastructure Strategy, Help and Support Strategy, Monitoring and Research Strategy, Technology Standards and Communications Policy. We also developed the Code of Conduct for Digital Dzonga Council.

In the African continent, I have participated in the Communications Regulatory Authorities of Southern Africa (CRASA) in the development of CRASA's Consumer Protection Policy. Furthermore, I have participated in the Annual Conference of the African Telecom Regulators on Consumer Affairs in Lagos,

July 31, 2019
Page 3

Nigeria in October 2013. It is at that Conference where I proposed that all regulatory frameworks in the African continent need to be harmonised for effective and efficient delivery of services to consumers.

In the international platform, I have participated in the Workshops, Summits and Conferences that were organised by the International Telecommunications Union (ITU), the Federal Communications Commission (FCC), G3ict Global Initiative for Inclusive ICTs, as well as the United Nations Department of Economic and Social Affairs. The highlight of my participation in the international platform was when I represented ICASA at the World Conference on International Telecommunications 2012 (WCIT-2012) in Dubai, where I successfully lobbied and convinced the ICT world leaders to include Accessibility, Inclusivity, e-Waste and Energy Efficiency in the International Telecommunications Regulations (ITRs). Please refer to: <http://www.youtube.com/watch?v=uf63MRCRF-o>

I received training and acquired knowledge in Leadership, Consumer Protection, ICT Policy and Regulation, Digital Multimedia Management and Regulation, Television News Reporting, Advanced Emotional Intelligence and Leadership Skills, Conflict Management and Dispute Resolutions, Learning to Lead Community Programme, Learning to Lead Corporate Programme, Work Team Facilitation, Negotiations, Strategic Planning, Strategic Management, Financial Management, Marketing Management, Information Management, Talent Management, Knowledge Management, Change Management, Operations Management, Project Management and Monitoring and Evaluation of Projects.

In terms of qualifications, I hold BA Communications (UNISA); BA (Hons) Communications (UJ); MA Communications (UJ); Executive Development Programme (GIBS); Post Graduate Certificate in Management (BCUC, United Kingdom); Postgraduate Diploma in Management Studies (BCUC, United Kingdom) and MBA (BCUC, United Kingdom). Currently, I am a PhD candidate with the University of Witwatersrand and my study focuses on Digital Transformation for Social Development.

I submit that if I am successful, I will use my management and leadership experience to add value in the GCIS by providing strategic leadership, efficient and effective management in the fulfilment of all the Key Performance Areas for the post of the Director – General. I am readily available to assume duty at any time.

Yours sincerely

A large black rectangular redaction mark covering the signature area.

With this experience, coupled with being a highly experienced Eskom EXCO member for over 15 years, I am well equipped to serve on any board and its sub-committees. As an EXCO member, I have an appreciation of how big organisations are managed as my experience includes chairing of sub-committees of EXCO and interacting with the Board. Some such committees include Capital Investment Committee; Procurement Committee; Pricing Committee; Divisional EXCO; Customer Council; Growth and Innovation Committee; etc. My resume summarises the different roles I have held in the past.

Being a non-executive director at CEF, I would bring diversity and a wealth of experience on business strategy, integrated risk management, strategy implementation and performance oversight. I would certainly bring great value in Integrated Risk Management and building organizational resilience which is an important oversight role of any board.

Relevant Competencies

- Overall strategic oversight and appreciation of integrated risk management
- Strong in leadership, ethical behaviour and value analysis
- Analyst, collaborator and advisor
- Risks analysis, safety leadership and stakeholder management
- Appreciation of Companies Act and King Code of Good Governance (King IV)

Declarations

I can also confirm that I do not have a criminal record and I have never been declared a delinquent director. I have no shareholding in companies that may pose a conflict of interest at CEF. I confirm that I am qualified to serve on this board.

I would sincerely appreciate an opportunity to serve on this board.

Your sincerely

A large black rectangular redaction box covering the signature area.

CURRICULUM VITAE

OF



PERSONAL DETAILS

NAME: [REDACTED]

SURNAME: [REDACTED]

DATE OF BIRTH: [REDACTED]

AGE: [REDACTED]

NATIONALITY: [REDACTED]

IDENTITY NUMBER: [REDACTED]

SEX: [REDACTED]

MARITAL STATUS: [REDACTED]

HOME LANGUAGE: [REDACTED]

OTHER LANGUAGES: English, Afrikaans, Zulu, Xhosa, Tswana, North-Sotho and Tsonga

HOME ADDRESS: [REDACTED]

POSTAL ADDRESS: [REDACTED]

TELEPHONE NUMBERS: [REDACTED]

CRIMINAL OFFENCES: None

HEALTH: [REDACTED]

INTERESTS: Reading (non-fiction), Road Running, Travelling
Art, watching Soccer and outdoors

EDUCATION QUALIFICATIONS**LAST SCHOOL ATTENDED** [REDACTED]**HIGHEST STANDARD PASSED** [REDACTED]**TERTIARY EDUCATION**

INSTITUTION 1985 - 1988	:	University of Natal (Durban) B.Proc
INSTITUTION 1989 - 1990	:	University of Cape Town Postgraduate Diploma in Tax Law
INSTITUTION 1992 - 1993	:	University of Cape Town Masters in Law (LLM) (Commercial Law)
INSTITUTIONS 1995 - 1997	:	Institute of Advanced Studies and Rand Afrikaans University Advanced Diploma in International Taxation and Offshore Financial Centre
INSTITUTION 2003	:	Insead (France) Advanced Management Programme (AMP)
INSTITUTION 1996 - incomplete	:	University of Pretoria Doctorate in Law (LLD) (Corporate Law)
INSTITUTION 2006	:	University of Pretoria Diploma in Insolvency Law and Practice
INSTITUTION 2006	:	University of Witwatersrand Certificate in Competition Law
INSTITUTION 2006	:	University of Pretoria Certificate in Advanced Trust Law
INSTITUTION 2008	:	University of Witwatersrand

Certificate in Banking Law and Financial Markets

INSTITUTION
2008

University of Pretoria
Certificate In Insolvency Litigation and
Administration

INSTITUTION
2008

University of Witwatersrand
Certificate in Mediation and Negotiation

INSTITUTION
2012-
1

University of Pretoria
Masters in Law (LLM) Insolvency Law (Completed Course
work)

INSTITUTION
2012-2012

University of South Africa
Advance Course in Business Rescue Practice

INSTITUTION
2013 -2013

University of Witwatersrand
Advance Diploma in Mining and Exploration Law

COURSES ATTENDED

Course in company direction conducted by Graduate Institute of Management and Technology (GIMT). Course dealt with corporate governance, responsibilities of directors, strategy and finance.

Compliance courses held by the Compliance Institute.

Finance for non-financial Managers (UCT).

EMPLOYMENT HISTORY

DATE: January 2010- Present
POSITION HELD: Director- Thanyani Business Recoveries (Pty) Ltd
DUTIES: Insolvency Practice which involves acting as Liquidator, Trustee
And Judicial Manager of Insolvent Estates.
Business and Corporate Rescue Practitioner.

DATE: February 2010- present
POSITION HELD: Chairman- Tony Tshivhase Incorporated

DUTIES: Involved in Commercial and Corporate practice, tax law,

aviation, merger and acquisition law, completion law, insolvency litigation and commercial litigation.

Date: April 2018 - May 2019
POSITION HELD: Ministerial Special Advisor
DUTIES: Special advisor to Minister of Human Settlement advising her on all the Legal matters.

DATE: August 2005 – January 2011
POSITION HELD: Senior Director – Hofmeyr Herbststein & Gihwala Inc/Cliffe Dekker Hofmeyr
DUTIES: Involved in commercial and corporate law practice, tax law, aviation law, competition law, insolvency law practices

DATE: November 2001 – June 2005
POSITION HELD: General Counsel and Executive Vice President: Legal at the Industrial Development Corporation of South Africa Limited (IDC)
DUTIES: Advising Board of Directors and Executive Management on all legal matters, overseeing solving of legal problems internationally and externally structuring complex financial transactions, drafting agreements and responsible for workout and restructuring.

DATE: 2004 – June 2005
POSITION HELD: Compliance Officer
DUTIES: Developing compliance culture within IDC and implementation of compliance policies

DATE: November 1999 - 2001
POSITION HELD: Head of Legal Services Department at IDC
DUTIES: Overseeing and solving of all legal problems in IDC, drafting of financial transaction agreements and advising on all legal matters.

DATE: May 1998 – October 1999
POSITION HELD: Partner - Pule, Selebogo & Partner (Johannesburg)
DUTIES: Head of Commercial Law, Commercial Litigation, Tax, Banking and Finance, Insolvency Departments

DATE: February 1997 – April 1998
POSITION HELD: Senior Tax Specialist - Eskom
DUTIES: Prepare Eskom to be tax paying entity, advice Eskom and its subsidiaries on Income Tax, International Taxation, Value-added Tax (VAT) issues and other taxes; Responsible for Eskom's and its subsidiaries' Income Tax and VAT compliance

DATE: March 1996- January 1997

POSITION HELD: Practising as Tax and Legal consultant under the name Tony Tshivhase Tax and Legal Consultants in Pretoria

DUTIES: Carry VAT audits in association with Coopers & Lybrand for Local Governments; Drafting commercial agreements; Registration of Companies and Close Corporations; Advice clients in Income Tax and VAT issues and Income Tax and VAT planning

DATE: February 1994 – February 1996

POSITION HELD: Partner - Moseneke and Partners with offices in Pretoria and Johannesburg

DUTIES: Partner in charge of Commercial and Tax Department; Drafting general commercial agreements; Advice clients in Commercial Law Issues; Commercial Litigation; Drafting take-over, management buy-outs, mergers and Shareholder's agreements; Advice clients on Income Tax, International Tax; Drafting Wills; Establishing Trusts; Estate Planning; Registration of Companies and Close Corporations; Income Tax, International Tax and VAT planning for clients and Liquor Licence applications

DATE: May 1993 – January 1994

POSITION HELD: Tax Consultant with Coopers & Lybrand in Pretoria

DUTIES: Advise clients on income tax, VAT, International Tax issues, assist clients in income tax planning, VAT and international planning. Head of Tax Compliance and Secretarial Departments.

DATE: February 1992 – January 1993

POSITION HELD: Tax Administrator with Kessel Feinstein in Cape Town

DUTIES: Income Tax and VAT compliance and dealing with queries from the Receiver of Revenue

DATE: January 1989 – January 1992

POSITION HELD: Candidate Attorney and Professional Assistant with Bernadt, Vukic, Potash Abel and Getz in Cape Town

DUTIES: As a candidate Attorney I was attached to the following departments (i.e. to prepare me for Attorney's Board Examination) :

- (i) Litigation;
- (ii) Labour;
- (iii) Commercial;
- (iv) Collections;
- (v) Estates;
- (vi) Human Rights; and
- (vii) Conveyancing

As professional assistant I worked in the Commercial Department drafting general commercial agreements; registration of Companies and Close Corporations; drafting Shareholder's agreements and advising on Income Tax issues.

DATE: August 1980 – December 1982
POSITION HELD: Clerk in the Agriculture Department of the Venda Development Corporation
DUTIES: Completing loan applications, Verification of loan applications and visiting projects to determine progress made.

Attorneys Admission I wrote the Attorneys Admission Board Examination in 1991 and have successfully completed this examination.

BOARD DIRECTORSHIPS

Present directorships:

Thanyani Business Recoveries (Pty) Limited	Director
Tony Tshivhase Incorporated	Director (Chairperson)
Direngo Investments (Pty) Ltd	Director (Chairperson)
Naledi Foundry (Pty) Ltd	Director (Chairperson)
Naledi Ringrollers (Pty) Ltd	Director (Chairperson)
S.A Ladder (Pty Ltd	Director(Chairperson)

MEMBERSHIP OF BODIES

Standing advisory committee on company law - appointed by Minister of Trade and Industry to advise Government on commercial law issues.

Unfair contract terms committee - sub-committee of business practice committee - appointed by Minister of Trade and Industry to adjudicate unfair contract terms

Institute of Directors of Southern Africa

Black Lawyers Association

Association of Insolvency Practitioners of South Africa

Member of the small business regulatory review - member of Taxation and Business Trade Task Teams – internal audit of Department of Finance and National Treasury

The Association of the Advancement of Black Insolvency Practitioners (Secretary of Gauteng Province)

Member of Take- Over Regulation Panel (TRP) – appointed by Minister of Trade and Industry

PERSONAL DETAILS

Full Names [REDACTED]
Known As [REDACTED]
Nationality South African
Languages [REDACTED]
Marital Status [REDACTED]
Dependents [REDACTED]

EDUCATION

UNIVERSITY OF KWA ZULU NATAL

1987 B. Proc
1989 LLB

PROFESSIONAL REGISTRATION

1991 Admitted as an Attorney of the High Court of South Africa.
2018 Registered again as an Attorney, after many years of no active legal practice, with the Law Society of the Northern Provinces

OTHER COURSES

Attended the following courses:

- International Legal Instruments
- International Humanitarian Principles and Practice
- Domestic Violence
- Corporate Governance Principles

SKILLS ACQUIRED

- Legal theory and practice of law
- Strategy Planning
- Management
- Business management
- Communication
- Writing (book)
- Family counselling
- Leadership
- Ability to work and deliver under pressure
- Diamond trading
- Corporate Governance (theoretically and implementation)

EMPLOYMENT SYNOPSIS

2018 – date	Re-registered as an Attorney of the High Court and employed as an Associate Attorney at Friedrich Incorporated
2012 – 2017	State Diamond Trader Chief Executive Officer
2008 – 2011	State Diamond Trader Acting Chief Executive Officer
2001 – 2011 (2008)	Department of Mineral Resources (Minerals and Energy) Deputy Director – General (in the end)
1998 – 2001	Commission on Gender Equality Provincial Manager, KwaZulu-Natal
1997 - 1998	Domestic Violence assistance Programme Director/Manager
1993 - 1997	Centre for Criminal Justice, University of Natal Researcher and Director
1991 - 1993	Attorney's Practice, Vryheid, KwaZulu-Natal

Attorney

1990 - 1991

Christopher Walton and Tatham, Ladysmith
Candidate Attorney

CAREER HISTORY

Attorneys' Practice

- General legal practice
- Drafting of documents
- Liasing with other attorneys and advocates

Criminal Justice System Research

- Research into the criminal justice system, in particular policing
- Research and implementation of women's rights programme
- Managing the Centre for Criminal Justice, University of Natal, Pietermaritzburg
- Fund raising for the Centre

Domestic violence programme and Gender Equality work

- Established the programme and its institutional capability
- Set up court based advisory centres in 5 Magistrates' courts in KZN
- Managed the operations of the programme
- Raised funds for the programme
- Training various stakeholders on gender equality matters
- Managing the KZN office of the Commission on Gender Equality
- Co-authored the book : **ABC Guide to Women's Rights (1998)**

Mineral Regulation

- Processing of applications for prospecting and mining rights
- Managed the KZN regional office
- Managed three regional offices – Gauteng, Free State and Northern Cape
- Provision of senior management services at DMR

Mineral Policy Development

- Reviewed legislation, in particular the Mineral and Petroleum Development Act
- Worked on conflicts between the National Environmental Management Act and the Mineral and Petroleum Development Act
- Regulations
- Development of Policies and Procedures at the State Diamond Trader

Diamond Trading

- Managing the operations and finances of the State Diamond Trader (SDT)
- Preparing reports for and reporting to the Board of the SDT
- Implementing corporate governance principles at the SDT
- Managing client and producer relations
- Managing a newly created, challenging institution and growing it further
- Fostering relations between the local diamond industry and government
- Working with various local and international stakeholders on the Kimberley Process Certification Scheme
- Creating platforms for new and Black small and medium businesses to enter the diamond industry, thereby transforming the local industry
- Exposing new entrants and Black businesses at international platforms through National Pavilions such as at the largest annual gathering of the global industry, the Hong Kong Gem and Jewellery Show

Directorships

- Deputy Chairperson, Board of : Advice Desk for Abused Women, then University of Durban – Westville (1996 – 1999)
- Board Member of the Central Energy Fund (2007 – 2009)
- Board Member of the State Diamond Trader (2007 – 2008)
- Board Member of the South African Diamonds and Precious Metals Regulator (2007 – 2017)
- Chairman of Licencing Committee at SADPMR (2013 – 2016)
- Board Member of the SEDA Limpopo Jewellery Incubator (2010, to date)
- Chairman of SEDA Limpopo Jewellery Incubator (2014, to date)
- Board Member of the Airports Company South Africa (2018 to date)
- Committee Member of various Board Committees at Airports Company South Africa (2018 to date)
- Chairperson of the Board of JIA Piazza Park, a wholly owned subsidiary of the Airports Company South Africa (2018 to date)

Other Professional Engagements

Guest Lecturer at the Wits Law School, Wits University: 2018 and 2019

REFERENCES

[REDACTED]
Former Chairperson
[REDACTED]
[REDACTED]

[REDACTED]
Former Chairperson
State Diamond Trader
[REDACTED]

[REDACTED]
Former DDG and Direct Manager at Mineral Resources
Wits Business School Lecturer
Special Advisor to the Minister of Mines of Angola
[REDACTED]

Curriculum Vitae



Candidate information	
Director General	Director General
Full Names	[REDACTED]
Known as	[REDACTED]
Surname	[REDACTED]
Gender	[REDACTED]
Nationality	South African
Race	African
Identity number	[REDACTED]
Languages	English Venda IsiZulu Tsonga Sotho

SKILLS COMPETENCY

Skills
<ul style="list-style-type: none"> • Strategic planning • Driving delivery on strategic objectives • Negotiation skills • Performance management • Risk Management • Fraud management • Project management • Annual report writing • Monthly, quarterly and annual financial reporting • Compilation of AFS In terms of IFRS, IAS, GRAP, Modified Cash Standards • Forecasting including rolling forecasting • Taxation both Individual and company's tax • Budgets & Variance Analysis • Policy development • Excellent communication skills • Analytical thinking • Budgeting • Financial Advisory • Financial Management (Debtors, Creditors, Management accounting, Fixed assets, Supply Chain Management & Administration) • Problem solving skills and change management • Strategic Leadership • Compliance with laws and regulations including PFMA, Treasury Regulations and Public Service Regulatory Framework

Summary of Work History

Employer	Position	Period
Department of Agriculture Land Reform & Rural development	Acting Deputy Director General: Corporate Support Services	01 April 2020 to Current
Department of Rural development & Land Reform	Acting Director General	01 May 2018 to 13 September 2019
Department of Public Works	Chief Financial Officer	04 December 2018 to 30 April 2019
Department of Rural development & Land Reform	Chief Financial Officer	01 February 2015 to 30 November 2017 14 September 2019 to 31 March 2020
Driving License Card Account	Chief Financial Officer & Acting Head of entity	October 2012 to January 2015
NRCS	Financial Manager	Aug 2010 – September 2012
Exxaro	Senior Financial Accountant	Nov 2007 to July 2010
MIBFA	Head of Accounting department	March 2006 – Oct 2007
MEEC	Financial Accountant	June 2003 – Feb 2006
Auditor General	Training – TIPP	Oct 1999 – May 2003
Grinaker	Accounts Clerk	Nov 1997 – Sept 1999

Education Details

Level	Qualification	Institution	Period
High School	Matric (Grade12)	Khwevha High School	1993
Tertiary	Bcom Accounting	University Of Venda	1996
	Accountancy diploma	University Of Natal	2003
	Bcompt Honours	UNISA	2011
	Postgrad Diploma in Applied Accounting	UNISA	2012
	APT Certificate	APT	2013
	Chartered Accountant	SAICA	2014

Computer Literacy

PROFICIENT IN THE FOLLOWING:

- MS Word
- MS Excel
- MS PowerPoint
- MS Outlook
- Teammate
- BAS
- Persal
- Accpac
- Hyperlon
- Pastel
- Oracle
- SAP
- Barn owl
- Logis

Detailed Employment History:

Company:	Department of Agriculture, Land Reform & Rural development
Period:	May 2018 – 13 September 2019 14 September 2019 to Current
Position:	Acting Director General Chief Financial Officer of the department and its three entities and head of ALHA trading Account Deputy Director General – Corporate Support Services
<p>Responsibilities:</p> <ul style="list-style-type: none"> • Discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategic plans and annual performance plan and monitor performance against these targets • Provide strategic leadership, management and support services to the department. The Administration programme comprises of the sub-programmes: Ministry, Management, Internal Audit, Corporate Services, Financial Services, Provincial Coordination, Office Accommodation • Initiate, facilitate, coordinate and act as a catalyst for the implementation of a comprehensive rural development programme leading to sustainable and vibrant rural communities • Settle and finalise land restitution claims under the Restitution of Land Rights Act (Act 22 of 1994). • Initiate sustainable land reform programmes in South Africa. • Ensure 100% compliance with government regulations and legal prescripts: • Obtain an unqualified regularly audit opinion on financial and non-financial Performance • Facilitate integrated spatial planning and land use management in all provinces through the application of relevant legislation • Ensure integrated and comprehensive land administration system • Facilitation of infrastructure development to support rural economic transformation • Provide support to rural enterprises and industries in areas with economic development potential and opportunities • Increase job opportunities and ensure skills development through CRDP and land reform initiatives • Facilitate the restoration of land rights or alternative forms of equitable redress • Promote equitable land redistribution and agricultural development by acquiring strategically located land • Provide comprehensive farm development support to smallholder farmers and land reform beneficiaries for agrarian transformation. • Functional systems and institutional arrangements for tenure and land administration to enable agrarian reform in all provinces • Provide geospatial information, cadastral surveys, deeds registration and spatial planning, as well as technical services in support of sustainable land development. The programme consists of the following sub-programmes: <ul style="list-style-type: none"> • National Geomatics Management Service • Spatial Planning and Land Use Management • Registration of Deeds Trading Account • South African Council for Planners • Legislation 	

- Legal Services
 - Human Resource and Development
 - Monitoring & Evaluation
 - Facilities Management and Security Services
 - Strategic Communications
 - E-Cadastre
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Public Works
Period:	04 December 2017 to April 2018
Position:	Chief Financial Officer of the department and Property Management Trading Entity
Responsibilities	
<ul style="list-style-type: none"> • Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategies and annual performance plan and monitor performance against these targets • Provide support to the Head of the Department and line managers with regards to public finance matters. • Chair the National Bid Evaluation Committee • Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury • Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion. • Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit. • Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department • Put in place systems & procedures to ensure efficient management of the expenditure control function • Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration. • Coordinate and ensure effective and efficient management of audit intervention strategies. • Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches • Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements • Quarterly report on Procurement plan to National Treasury 	

- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act (Act 5 of 2000) and its regulations.
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Rural development and Land Reform
Period:	February 2015 – 30 November 2017
Position:	Chief Financial Officer of the department and its three entities and head of ALHA trading Account
Responsibilities:	<ul style="list-style-type: none"> • Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategies and annual performance plan and monitor performance against these targets • Provide support to the Head of the Department and line managers with regards to public finance matters. • Chair the National Bid Evaluation Committee • Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury • Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion. • Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit. • Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department • Put in place systems & procedures to ensure efficient management of the expenditure control function • Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration. • Coordinate and ensure effective and efficient management of audit intervention strategies. • Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches • Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements • Quarterly report on Procurement plan to National Treasury • Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act

(Act 5 of 2000) and its regulations.

- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Manage R10.1 billion budget and provide support to 9 complex Programmes of the department. Manage finance staff in our offices in 9 provinces (total staff complement in finance 601 and have 3 Trading Entities that I exercise oversight over while heading one of these entities.

Now managing the Agri-parks project that is being implemented by the three spheres of the Government with our department funding the project to the tune of R2 billion per annum for the next 10 years.

Developed and implemented the centralization of procurement for the whole country and develop procurement strategies to enhance service delivery

Obtained a clean audit for the entity that I head and an unqualified audit for the department and the Trading entity

Company:

Driving License Card Account

Period:

October 2012 – November 2014

Position:

Chief Executive Officer/Chief Financial Officer

Responsibilities:

Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting – actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting - in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure

- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.

Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arose out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grow to over R140 million within the 18 months that I was at the helm.

Company:	National Regulator for Compulsory Specification
Period:	August 2010 – September 2012
Position:	Finance Manager

Responsibilities:

Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter - this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

Operational finance

- Monthly financial reporting – actuals and forecasts including variance analysis
- Management reporting
- Financial reporting - in terms of modified cash
- Financial statement analysis & interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium term expenditure framework and estimates for national expenditure

- Annual levy increase negotiations with industry

Company:	Driving License Card Account
Period:	October 2012 – November 2014
Position:	Chief Executive Officer/Chief Financial Officer
Responsibilities:	
Strategic finance	
<ul style="list-style-type: none"> • Develop strategies and monitor performance for the entity • Develop and execute of the transfer management plan for card production facility • Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipallties, Audit committee, National Treasury, service providers • Drive the implementation of the transfer management plan • Project management for the introduction of the new driving license card • Implement and monitor good corporate governance for the entity 	
Operational finance	
<ul style="list-style-type: none"> • Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval • Presentation of financial reports to EXCO and Audit Committee • Monthly financial reporting – actuals and forecasts and cash flow management • Annual & Interim Financial Reporting - in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation • Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments • Drafting financial policies and procedures, Implement & monitor internal controls • Manage medium and Long-term financial planning of the entity • Preparation & Planning of annual regularity audit • Negotiation of contracts with major customers • Monitor compliance with policies, corporate governance and government legislations • Preparation of medium-term expenditure framework and estimates for national expenditure • Determine staff needs, appoint, train and manage staff and monitor staff performance • Risk and fraud management reporting • Monitoring the performance on production and delivery of driver's license card, • Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres 	
<p>DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.</p> <p>Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arouse out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process</p>	

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Company: National Regulator for Compulsory Specification

Period: August 2010 – September 2012

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Strategic finance

- Annual performance planning
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Operational finance

- Monthly financial reporting – actuals and forecasts including variance analysis
- Management reporting
- Financial reporting - In terms of modified cash
- Financial statement analysis & Interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for Interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Annual levy increases negotiations with industry

Company: Exxaro Limited

Period: November 2007 – July 2010

Position:	Group Financial Accountant
Responsibilities:	<ul style="list-style-type: none"> • Month-end closure • Monthly financial reporting – actuals and forecasts • Management reporting • Rolling forecasts • Preparation and monitoring of budgets • Preparation of Interim and year-end financial statements • Preparation of tax packs • Analysis of expenditure for tax purposes • Accounting services to support corporate services departments • Value adding cost control services • Supervise staff • Implement & monitor Internal controls • Assist in ad-hoc assignments • Liaise with internal and external auditors • Liaise with external customers

Company:	Metal Industries Benefit Fund Administrators
Period:	March 2006 – October 2007
Position:	Head of Accounting department
Responsibilities:	<ul style="list-style-type: none"> • Month-end closure • Review general ledger reconciliations • Review vat returns and compile tax returns • Maintains fixed assets register • Prepare and monitor budget • Supervise 7 accounts clerks • Manage debtors and creditors accounts • Implement & monitor internal controls • Assist in ad-hoc assignments • Prepare financial statements in accordance with international financial reporting standards • Liaise with internal and external auditors

Company:	Mpumalanga Economic Empowerment Corporation
Period:	June 2003 – February 2006
Position:	Financial Accountant
Responsibilities:	<ul style="list-style-type: none"> • General ledger to trial balance • Month-end closure of all modules • General ledger reconciliation • Prepare vat returns • Maintain fixed assets register

- Prepare and monitor budget
- Supervise 5 accounts clerks
- Implement & monitor Internal controls
- Prepare financial statements
- Liaise with internal and external auditors & external customers

Company:	Auditor General
Period:	October 1999 – May 2003
Position:	Training – TIPP
Responsibilities:	
<ul style="list-style-type: none"> • Planning the audit • Evaluating systems in general • Evaluating audit risk • Perform test of controls & substantive test • Evaluate the results of audit tests • Reporting • Analysing financial statements • Evaluating impact of computer on controls • Review of employees tax computation • Review of vat returns 	

Company:	Grinaker Precast
Period:	November 1997 – September 1999
Position:	Accounts Clerk
Responsibilities:	
<ul style="list-style-type: none"> • Process creditors invoices • Reconciling creditors accounts • Prepare raw materials usage reports • Process & reconcile production reports • Perform monthly stock take • Petty Cash 	

References	
Mashile Mokono Position Tel	Department of Women, Youth and People with Disabilities Advisor to Minister Maite Nkoana-Mashabane 079 084 1374
Sam Vukela Position Tel	Department of Public Works and Infrastructure Director General 064 860 3389
Phuti Mabelebele Position Tel	Department of Agriculture, Land Reform & Rural Development Communications 076 402 7521

[REDACTED]

PERSONAL DETAILS

Surname:	[REDACTED]	Address:	[REDACTED]
First Names:	[REDACTED]	[REDACTED]	[REDACTED]
Date of Birth:	[REDACTED]	[REDACTED]	[REDACTED]
Nationality:	South African	Cell:	[REDACTED]
Gender:	[REDACTED]	Driver's License:	[REDACTED]
Marital Status:	Single	First Language:	[REDACTED]
Criminal Offences:	None	Other languages:	[REDACTED]

HIGHER EDUCATION

- Doctor of Philosophy, Ph.D. [Political Studies – Cum Laude]
Queen's University at Kingston, Canada: 2000 – 2004

Thesis: *"GEAR and Labour in Post-Apartheid South Africa: A Study of the Gold Mining Industry 1987-2004."* Supervisor: Professor Bruce J. Berman

Courses Completed:

- Comparative Politics of Development
- International Political Economy
- Southern Africa
- International Politics
- National Security

- Master of Philosophy, M.Phil. [Political Management]
University of Stellenbosch: 1997 – 1998

- Bachelor of Arts, B.A., [Political Studies]
University of Cape Town: 1994 – 1996

COURSES ATTENDED

- | | |
|------|---|
| 2008 | China-Africa Exchange on Sustainable Development – November, Tongji University, Shanghai, China |
| 2000 | Certificate in Refugee Studies – June, York University, Ontario, Canada |

HIGH SCHOOL

Last school attended : [REDACTED]
Highest Standard Passed : [REDACTED]

CAREER HISTORY

**1. Ministry for Social Development: Special Adviser: Minister for Social Development
(01 April 2018 – 28 May 2019)**

SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties in relation to policy development on the following:
 - Development of human and social development interventions;
 - Poverty reduction, food security and community self-sustainable programmes;
 - Comprehensive social security social crime prevention and anti-substance abuse
Community development, families and social welfare services;
 - Rights of persons with disabilities; the elderly and children; youth development support.
- Amongst the achievements was the transition of eight million two-hundred South African Social Security Agency (SASSA) beneficiaries from Cash Paymaster Services to the South African Post Office (SAPO) between March 2018 – December 2018.

**2. The Presidency: Special Adviser: Minister Responsible for Women
(01 February 2017 – 31 March 2018) – Transfer from Women to Social Development with
Minister**

SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties
- Advise the Minister on the development of policy that promote the Department's objectives

ACTING DIRECTOR-GENERAL

- I was appointed Acting Director-General for the Department of Women for the period 01 November 2017 – 31 March 2018. In this capacity, I was:
 - Accounting Officer of the Department of Women reporting to the relevant parliamentary portfolio committee responsible for overall performance and financial accountability;
 - Responsible for an annual budget of at least R170 million;
 - Responsible for at least 110 employees;
 - Representing the Department of Women at the Forum of South Africa's Directors-General [FOSAD] as well as a member of the Steering Committee of the Forum of South Africa's Directors-General.

- Led the Department's research and training on violence against women and children in the following provinces: Northern Cape; Mpumalanga; North West and Eastern Cape.

3.

[REDACTED] 16)

SCOPE OF DUTIES

- Providing executive counsel, strategic and operational support and advisory to the Vice-Chancellor and Principal in meeting overall university strategic objectives and performing statutory duties
- Providing strategic leadership in the development of institutional Annual Performance Plans as required by the Department of Higher Education and Training; Strategic Plans; Mid-Term and Annual Reports
- Managing institutional performance and compliance with relevant statutes, policies and reporting regulations of the Department of Higher Education and Training
- Attending all meetings of the University Council and provide support to its Committees: Human Resources; Finance; Audit; Risk; Student Affairs; and the University Senate
- I also led a research grant for £41,738.00 by the British Council for *Understanding Best-Performing & Under-Performing Schools: Towards Improving Efficiencies in Vhembe, Limpopo Province*, for the period March 2015 – March 2016. The project was implemented in partnership with the Vhembe District Education Department, the University of Venda and the Office of the Limpopo MEC for Education.

4.

[REDACTED] 14)

SCOPE OF DUTIES

- Developing a Corporate Social Investment Strategy that ensured Old Mutual participate actively in the socio-economic transformation of South Africa
- Manage Old Mutual's overall investments in communities through Corporate Social Responsibility Programmes
- Interfacing with the Board of Trustees for the selection of projects for consideration
- Manage the Old Mutual Foundation Trust investment portfolio by seeking Board approval for an Investment Strategy that grows the investment portfolio over time
- Ensure that Corporate Social Responsibility contributed towards Old Mutual's compliance with BBBEE requirements and associated statutory/legislative framework
- Accountable to the Old Mutual Foundation Board of Trustees for the impact of investments and performance of the Old Mutual Foundation trust
- Major achievement was the approval of an Old Mutual Foundation Flagship Education project for an amount of R350m for a period of seven years (2013-2019)

**5. Ministry of Defence and Military Veterans – Chief Director Research and Advisory
(October 2009 – December 2011)**

SCOPE OF DUTIES

- Undertaking research, drafting advisory briefs and speeches for the Minister
- Responsible for managing interface with Parliament, including drafting responses to Parliamentary Questions and representing the Ministry in various Parliamentary Committees – amongst others, the Joint Standing Committee on Defence and the Defence Committee.

**6. Department of Housing – Chief Director: Office of the Director-General
(January 2008 – September 2009)**

SCOPE OF DUTIES

- Chief of Staff of the Department
- Provide executive support to the Director-General in managing the Department
- Manage the Department's interface with Parliament, Provincial Departments, UN Habitat, Cities Alliance and the World Urban Forum
- Manage the Department's response to Parliamentary questions including drafting inputs to legislative processes
- Was also Acting Chief Director for Communications for a period of eight months responsible for Corporate Communications, Media and Marketing. The highlight of this responsibility was the BNG TV series on national television

**7. National Intelligence Coordinating Committee – Senior Analyst/Head Domestic Stability
(July 2006 – December 2007)**

SCOPE OF DUTIES

- Chairing monthly meetings of officials representing the intelligence services: National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service
- Analysing intelligence inputs from National Intelligence Agency; Defence Intelligence and Crime Intelligence of the South African Police Service and produce a monthly composite intelligence product on domestic stability
- Drafting and presenting monthly national stability briefs to the Justice Crime Prevention and Security Cluster (JCPS) meetings of Directors-General
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection
- Representing the National Intelligence Coordinating Committee at the National Joint Operational and Intelligence Structures (NATJOINTS), which coordinates all security and law enforcement operations
- Formed part of delegations to the Joint Standing Committee on Intelligence (JSCI) on various presentations during the period 2004-2007

**8. The Presidency – Director: International Relations and Trade
(July 2005 – July 2006)**

SCOPE OF DUTIES

- Monitor the development of policy and implementation/progress (Government's Programme of Action) on South Africa's foreign, international relations and trade policies
- Interface with the Portfolio Committees for Foreign Affairs and Trade and Industry
- Draft Presidential responses to relevant Parliamentary Questions on international relations and trade
- Represent The Presidency in South Africa's Trade Negotiations with the Department of Trade and Industry

9. National Intelligence Agency: Senior Analyst – Political Intelligence

SCOPE OF DUTIES

- Lead political intelligence in providing products on political intelligence
- Drafting domestic intelligence input to the annual National Intelligence Estimate
- Developing early warning models to guide analysis and intelligence collection

PROFESSIONAL MEMBERSHIPS

National Education Collaboration Trust: A member of the Limpopo Chapter (2015 – 2016)

The Vhembe District Improvement Programme seeks to improve the quality of teaching, learning and management of schools as well as the effectiveness of the support and monitoring services provided to schools with a view to replicating the programme and lessons learned during implementation in other districts.

University of Venda Foundation: Member of the Board of Governors since September (2013 – 2016)

Was a member of the University of Venda Foundation Board of Governors responsible for raising funds for different educational causes.

Secretariat: Social Transformation Committee: African National Congress (2009 – 2011)

Primary responsibilities included drafting and reviewing policy documents on Social Transformation. Drafted the 2010 National General Council discussion document on Social Transformation. In the post 2011 period, I have assisted various sub-committees of the Social Transformation Committee at National Executive Committee sessions (2017) and at the African National Congress' National Conference at Nasrec, (December 2017).

AWARDS RECEIVED

2015

2003-2004

- 2000-2004 Queen's University Graduate Award, (Ph.D.) Kingston, Ontario, Canada
- 2000-2004 National Research Foundation's Prestigious Scholarship for a Ph.D.
- 1999 French Institute scholarship for a Ph.D. 1999 [ENS Cachan, France] (not taken)
- 1997-1998 Abbe Bailey Trust, scholarship (M.Phil.)
- 1998 Human Sciences Research Council research funding (M.Phil.)
- 1998 Jansen-Cillag scholarship for a Ph.D. November 1998 (not taken)
- 1997 South African Political Science Association

PUBLICATIONS: BOOKS

- 2006 *The Experience of Economic Redistribution: The Growth Employment and Redistribution Strategy in South Africa*, Routledge, London and New York.

PUBLICATIONS: ARTICLES

- 2009 "There shall be houses, security and comfort," ISS Paper 196, Institute for Security Studies, Pretoria.
- 2004 "Accountability and oversight: The role of parliament in arms transfers," in Le Roux, [REDACTED] *Parliamentary Oversight and Civil Military Relations: The Challenges to the SADC*, Institute for Security Studies, Pretoria.
- 2003 "The National Conventional Arms Control Act: An update," in *Focus on Small Arms*, Number 5, May, Institute for Security Studies, Pretoria and Cape Town.
- 2003 "On the origins of war in Africa," in *African Security Review*, Volume 12, Number 2, pp. 81-90, Institute for Security Studies, Pretoria.
- 2002 "Securing democracy: Party finance and party donations – the South African challenge," ISS Paper Number 63, Institute for Security Studies, Pretoria.
- 2001 with J. Crush, "Contesting migrancy: The foreign labour debate in post-1994 South Africa." *Africa Today*, Volume 48, Number 3, Fall pp. 36-49, University of Indiana Press, Bloomington.
- 1999 "Xenophobia and relative deprivation," *Crossings*, 3 (2), 4-5. (1999), Southern African Migration Project, Queen's University, Kingston, Canada.

PUBLICATIONS: NEWSPAPER ARTICLES

Have contributed articles to South African newspapers on different topics:

- "Cape's poor bear the brunt of reckless politicking," *Business Day*, 11 March 2008
- "The importance of adequate housing," *Mail & Guardian*, 01 September 2008
- "Despite limited resources, housing delivery output must be accelerated urgently," *Cape Argus*, 26 November 2009
- "Essential service worthy of defense," *Mail & Guardian*, 11 April 2011
- "Harnessing collective efforts is the answer," *Mail & Guardian*, 26 April 2013
- "Improving the lives of SA's children," *Mail & Guardian*, 29 November 2013

CONFERENCE PAPERS PRESENTED

- 2016 "The Experience of Economic Redistribution in South Africa." Paper presented at El Colegio de Mexico, 31 August, Mexico City, Mexico.
- 2016 "Discourse on Rights and the South African Constitution." Paper presented at the Nelson Mandela UNAM Human Rights in Film and Literature, National University of Mexico, 25 August, Mexico City, Mexico.
- 2016 "Against the Odds: Academic excellence of selected schools in the Limpopo Province of South Africa." Paper presented at the 14th Annual Hawaii International Conference on Education, 03-06 January, Honolulu, USA.
- 2015 "Against the Odds: Academic Excellence of Mbilwi, Thengwe, Tshivhase and EPP Mhinga High Schools in the Limpopo Province of South Africa." With [REDACTED]; P. Kutame; [REDACTED]. Paper presented at the First Univen – WSU International Conference, 02-04 September, East London.
- 2006 "The African economic outlook." Paper presented at the Fifth Tswalu Dialogue, Tswalu Kalahari Game Reserve, 27-30 April. Conference organized by the Brenthurst Foundation.
- 2003 "Accountability and oversight: The role of parliament in arms transfers." Parliamentary Oversight Conference, 8-12 July, Arusha, Tanzania.
- 2002 "Inter-governmental and civil society strategies: Civil society reports and state compliance." Lecture delivered at the Human Rights Trust of Southern Africa training workshop, 11 November, Harare, Zimbabwe.
- 2002 "Contesting migrancy: The foreign labour debate in post-1994 South Africa." Co-written with Dr. Jonathan Crush – presented at the Canadian Association of African Studies, 31 May, Toronto, Canada.
- 1999 "Bilateralism and the migrant labour system." Paper presented at the SALDRU-SAMP conference, 16-18 May, Cape Town.
- 1997 "Corruption in the public sector." Paper presented at the South African Political Science Association, October, Mmabatho.

Motivation Letter

Dear Sir/Madam

I believe that I can add value to your organisation as I am versatile, honest, well experienced professional (PhD, Inorganic chemistry) and have over 13 years of working experience. I am currently working as Regulatory Scientist and have previously worked Researcher, Senior Scientist and Business Analyst. I am also serving at Sanas board sitting at both Audit & Risk and HR & Remuneration Committees. I served at Mintek board and I was a Technical Committee chairperson. I previously served as council member at Flavius Mareka TVET College. My overall experience is in the following fields: Pharmaceutical, Academic, Scientific Research, Petrochemical and Strategic Intelligence.

Summary of work experience:

- Academic capacity development
- Academic coordination and teaching (lecturer)
- Mentoring and supervising honours and MSc students
- Project Management
- Strategic planning
- Strategic business analysis
- Research analysis, monitoring and reporting (E.g. SWOT, PESTLE etc.)
- Research in different industries, thus: polymer, inorganic chemistry, nanotechnology, homogenous and heterogeneous catalysis and petrochemical
- Pharmaceuticals (regulatory affairs)
- Non - executive management (Committee Chairperson and member of Human Resources)

Through my career, I have acquired the following skills/competencies: leadership, scientific research and analysis, report writing, strategic thinking and planning, business analysis, presentation, performance management, business communication, assertiveness, mentoring, coaching and team player.

To firm up my business/management acumen I completed (2012) Fundamental Management certificate Program (FMP) at SBL, Unisa with the following modules: Leadership and interpersonal skills; Activity planning and control; Occupational health and safety; Management process; Labour and employment relations; Introduction to financial management. I also attended business short courses such as Financials for non-financial managers, Strategy thinking and Planning.

I am a strong believer of continuous learning for growth and development. Learning Never Ends.

Yours Truly

[Redacted Signature]

Cell: [Redacted]

[REDACTED] Chemistry)

Race, Gender & Status: African, Female and Single

Address: [REDACTED]

Drivers' License [REDACTED]

Contact no. [REDACTED]

E-mail: [REDACTED]

Career Statement

I am versatile, confident and highly experienced professional with more than 13 years' work experience. I am a member of Institute of Directors in Southern Africa (IoDSA). Currently, I am serving as board member at SANAs and sit at both Audit & Risk and HR committees. I recently served as a board member and technical committee chairperson at Mintek. I previously served as council member at Flavius Mareka TVET College. I am currently working as Project Manager at Ascendis Pharmaceutical. I worked temporarily as researcher at Research Directorate office, Vaal University of Technology (VUT). I previously worked as strategy business analyst at Sasol International Energy; as a senior scientist at Sasol Technology and as scientific researcher at CSIR. I offered chemistry lectures part-time (at UJ), while studying PhD. My overall experience is in non-executive management (board), science & technology, academic, research & development (R&D), chemistry, pharmaceutical, project management, strategy and business analysis/intelligence environments.

Experience Summary

- Good experience in non-executive management
- Well experienced in strategy thinking and planning and analytical thinking
- Solid knowledge and understanding in stakeholder management
- Excellent knowledge and experience in R&D and petrochemical sectors
- Good experience in lecturing at higher education level
- Good experience in academic research funding and policies
- Advanced business intelligence and analysis
- Effective team player and influential leadership
- Excellent presentation and effective communication skills
- Distinctive report writing and highly computer literate

Professional Achievements

- Serving as board member at SANAS
- Serving as board member and technical chairperson committee at Mintek
- Served as council and Strategic committee member at Flavius Mareka College
- Participated in Mintek CEO interviews as the Panel Member
- Nominated to lead and coordinate Sasol Inzalo R&D mentoring program, to historically disadvantaged postgraduates' students
- Nominated by senior management team to participate in R&D senior management (EXCO) monthly meetings
- Recommended competitors to our catalyst business unit after performing catalyst competitor analysis - recommendations were implemented
- Won best poster presentation at Catalysis Society of South Africa (CATSA) conference, in 2002
- Published 7 scientific articles in international journals

Professional Experience

Project Manager

Current

Ascendis Pharma – Bryanston, Johannesburg, South Africa

Responsibilities:

- Managing projects for Quality Assurance and Regulatory Affairs
- Ensuring compliance with regulations set by South African Health Products Regulatory Authority, SAHPRA
- Registration of products at SAHPRA
- Monitor risks and performing audit for 3rd party manufacturers, suppliers and laboratories

SANAS Board Member

Reporting to minister of the Department of Trade and Industry (dti)

December 2018 – November 2021

SANAS – [REDACTED]

Responsibilities:

- Determine the strategy to achieve SANAS' purpose and to implement its values in order to ensure that SANAS is sustainable
- Ensure that SANAS complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties

- Review policies and other relevant documents prior to board and committee meetings
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the organization's annual reports and financial statements

Board Member and Chairperson of Technical Committee

Reporting to minister of DMRE

June 2016 – August 2019

Mintek – [REDACTED]

Responsibilities:

- Determine the strategy to achieve Mintek's purpose and to implement its values in order to ensure that Mintek is sustainable
- Ensure that Mintek complies with all relevant laws, regulations and codes of best business practice
- Exercise control generally over the performance of its functions, the exercise of its powers and the execution of its duties
- Review policies and other relevant documents prior to board and committee meetings
- Serve as chairperson for technical committee and to take on other adhoc special assignments
- Assist the board in carrying out its fiduciary responsibilities, such as reviewing the organization's annual reports and financial statements

Researcher at Research Directorate Office (Temporary)

August 2016 – November 2017

Vaal University of Technology (VUT) – Vanderbijlpark, Gauteng, South Africa

Responsibilities:

- Research Development Grant (RDG) planning and budgeting
- Reporting to DHET on RDG plans and annual reports in accordance with their requirements
- Analysis of VUT staff capacity development initiatives to align with DHET development plans
- Perform several ad-hoc analysis for Research Directorate office

Council Member**Reporting to minister of DHET****February 2017 – March 2018 (ONLY quarterly meetings)****TVET, Flavius Mareka College – Sasolburg, Gauteng, South Africa****Responsibilities:**

- Ensuring that college is well governed and rules are adhered to
- Establish the council committees and determines the composition and functions of each committee
- In consultation with academic board, determine student admission policy, the language policy, tuition fees, accommodation fees and any other fees payable by students
- Determines conditions of service, code of conduct and privileges and functions of its employees
- Approves the annual budget of the college

Strategy Business Analyst**August 2012 – January 2015 (Retrenched)****Sasol International Energy - Rosebank, Gauteng, South Africa****Responsibilities:**

- Pro-actively prepare and communicate business intelligence analysis to our stakeholders (e.g. EXCO members and senior managers)
- Continuously monitor and track key industry changes that have impact on Sasol's GTL growth drivers (i.e. gas and oil price, emerging and competing technologies, catalyst competitors, GTL competitors, markets etc.)
- Prepare intelligence analysis reports such as: STEPP reports, SWOT analysis, country analysis or company of interest to better understand the impacts and implications
- Prepare and formulate International Energy strategy to align with Sasol Group Strategy
- Contributing towards board documents

Senior Scientist**July 2008-August 2012****Sasol Technology, R&D – Sasolburg, Free State, South Africa****Responsibilities:**

- Researched catalyst development for conversion of gas to liquid (GTL), producing products such as wax, paraffin, petrol and other products
- Studied poison effect on cobalt-based Fischer Tropsch (FT) reactions
- Tested in-house cobalt catalysts on micro-reactors for FT activity and stability
- Assisted at Strategy group to ensure performance in accordance to Balanced Scorecard management system

Senior Researcher

February 2007- June 2008

CSIR, Nanotechnology division – Pretoria, Gauteng, South Africa

Responsibilities:

- Preparation of modified polymers on carbon nanotubes with the aim of preparing biodegradable polymers.
- Operation of different techniques for analysis of the prepared samples.
- Worked at Poland as an exchange post-doctoral fellow.
- Researched on preparation and characterisation of gold nanoparticles modified with peptides in an attempt to form conducting nanofibers.

Part-Time lecturer

February 2005- November 2006

1st year Chemistry Lecturer – Doorenfontein, Gauteng, South Africa

Responsibilities:

- Preparing lecturers for 1st year students and laboratory experiments
- Setting up test and examination papers

Education and Qualification

Doctorate (PhD) – Chemistry, March 2007

University of Witwatersrand – Johannesburg, Gauteng, South Africa

Masters in Chemistry (M.Sc.), June 2003

University of the Western Cape (UWC) – Bellville, Western Cape, South Africa

B.Sc. Honours Chemistry, November 2000

University of Limpopo – Polokwane, Limpopo, South Africa

Fundamental Management Programme, June 2012

UNISA – Pretoria, Gauteng, South Africa

Entrepreneurship, June 2014

UNISA – Pretoria, Gauteng, South Africa

Interests

Leadership, Research, Teaching, Mentoring, Coaching, Analysis, Motivational Programs and Community Projects

References

1. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
2. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
3. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

I. D. No.



S. A. BURGER, S. A. CITIZEN



REPUBLIC OF SOUTH AFRICA

SOUTH AFRICA



REPUBLIC OF SOUTH AFRICA
DEPARTMENT OF HOME AFFAIRS
JOHANNESBURG

GEREGISTREERTE WOOEN EN POSADRES
 1. Berman van bewys van u geregistererde woon en posadres in Natal, SA 1234.

2. Indien u vertrekke na 'n ander plek in die Republiek van Suid-Afrika, moet u u geregistererde woon en posadres aan die Departement van Huishoudelike Sake, 101, Kameelstraat, Pretoria, bekendmaak. Indien u in die buiteland gaan woon, moet u u geregistererde woon en posadres aan die Departement van Huishoudelike Sake, 101, Kameelstraat, Pretoria, bekendmaak.

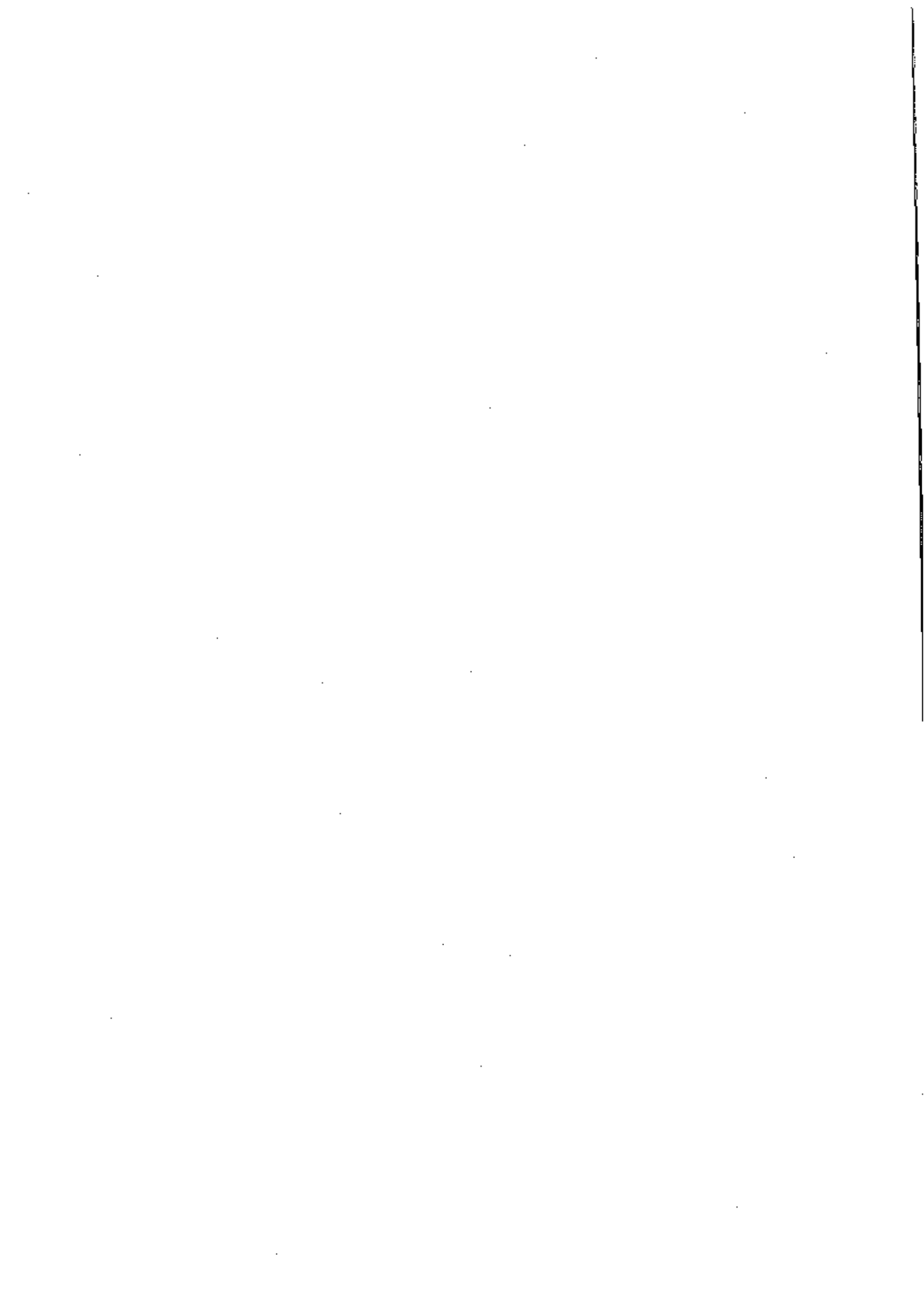
REGISTERED DOMICILIAL AND POSTAL ADDRESS
 1. Keep the Dept. of Home Affairs, Residential and Postal Affairs, Pretoria, advised.

2. If you have changed your address, or if particulars of your present address (including street number, etc.), have changed, the NATIONAL CHANGE OF ADDRESS form in the pocket of the Department's document must be used to report the change. Your forms are prepared in all 11 official languages of the Department of Home Affairs.

I hereby declare that this is a true and correct copy of the original and that no other copies have been made.

26 JUN 2008

[Signature]
 BRANCH MANAGER
 THE BUREAU OF





██████████
BCom.CAIB(SA).MBL.PCC

Managing Member

Nirvana Consulting Close Corporation

BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT

BUSINESS ACHIEVEMENTS

Rosebank Catholic Church (pilot) – Turnaround strategy

Honey Comb Sweets (Pty) Ltd – Turnaround strategy and Implementation through the UNDP

GALXCOC (Alexandra) – Sustainable socio-economic township development

Small Enterprise Development Agency SOC Ltd – Multimillion rand structured financing

Executive Development – Business coaching across different industries

Nedbank Ltd – Strategic planning, transformation and human capital

Standard Bank Ltd – Business development including Africa expansion

Strategy formulation

Human capital and cultural transition

Governance systems and controls

Operational Implementation

PURPOSE

To serve as an ethical and value creating member of the CEF (SOC) Ltd contributing my skill, expertise and capabilities in meeting the Board's mandate in achieving its strategic objectives. In so doing, contribute in building and sustaining the organisation's relationship with key stakeholders.

MOTIVATION

██████████ enjoys working within a challenging environment where he thrives in assisting organisations start new journeys, improve business performance, implement organisational change etc. He is able to do so by scanning the broad environmental landscape, understanding the market conditions, assessing the organisational position by exploring possibilities, mitigating risks and developing the roadmap to new territory. He also appreciates that execution and implementation cannot take place without people and hence his focus on people development and networks.

His extensive executive experience across a wide range of functional roles allow him to integrate his various skills to influence others in creating new pathways.

Some of ██████████ personality attributes include: *effective business strategy development and execution* for the initiation and development of strategic opportunities based on global market requirements. His bias towards detailed planning mitigates risk and ensures good governance. His confident and professional profile enables him to thrive in different cultures. The willingness to learn and explore new environments and try new things has been further developed through his own personal growth and development. His strong business focus and people management skills allow him to achieve greater success in getting things done. He is a skilled facilitator given his exposure of understanding people dynamics and working with relationships in a collaborative manner.

██████████ *strong orientation toward operational and process delivery* allows him to convert strategic intent into practical and implementable solutions – balcony/dance floor capabilities. His exposure in a project environment enables him to focus on execution, based on realistic timelines, deliverables,

contingencies and resource allocation. His ability to convert academic information into workable and practical solutions; looking at flexible and alternative possibilities work in his favour.

Another personality trait is his strong and sound business knowledge in the *management of financial performance*. He is bottom line driven based on "end to end" processes including environmental and regulatory impact. He is able to *leverage human capital* through his transformational leadership style and learning agility giving attention to people development. Self-motivation is ingrained. He has good leadership skills and is a committed and passionate team player.

██████████ is currently lead consultant in a pilot change initiative for the Catholic Church having lead the management team of a sweet manufacturing company in a business turnaround strategy to facilitate an empowerment transaction through a United Nations Initiative. This encompasses returning the business from loss making, looking at new distribution markets including Sub Saharan Africa and becoming accredited to international standards to compete in new supply chains. He worked extensively with the management team shifting the business from family owned to becoming institutionalised. His coaching expertise provided the backbone to support the cultural and organisational change which was demanding and challenging.

██████████ has also worked with the Alexandra business chamber, in the development of a major investment fund for the upliftment of the people of Alexandra township. His tenure at a government funding agency for small business to merge two agencies gave him exposure to the need for black business growth in South Africa. During this time, he worked extensively with national and provincial governments in establishing private public partnerships; creating financing opportunities in the growth and development of small and medium sized black businesses in specific priority markets.

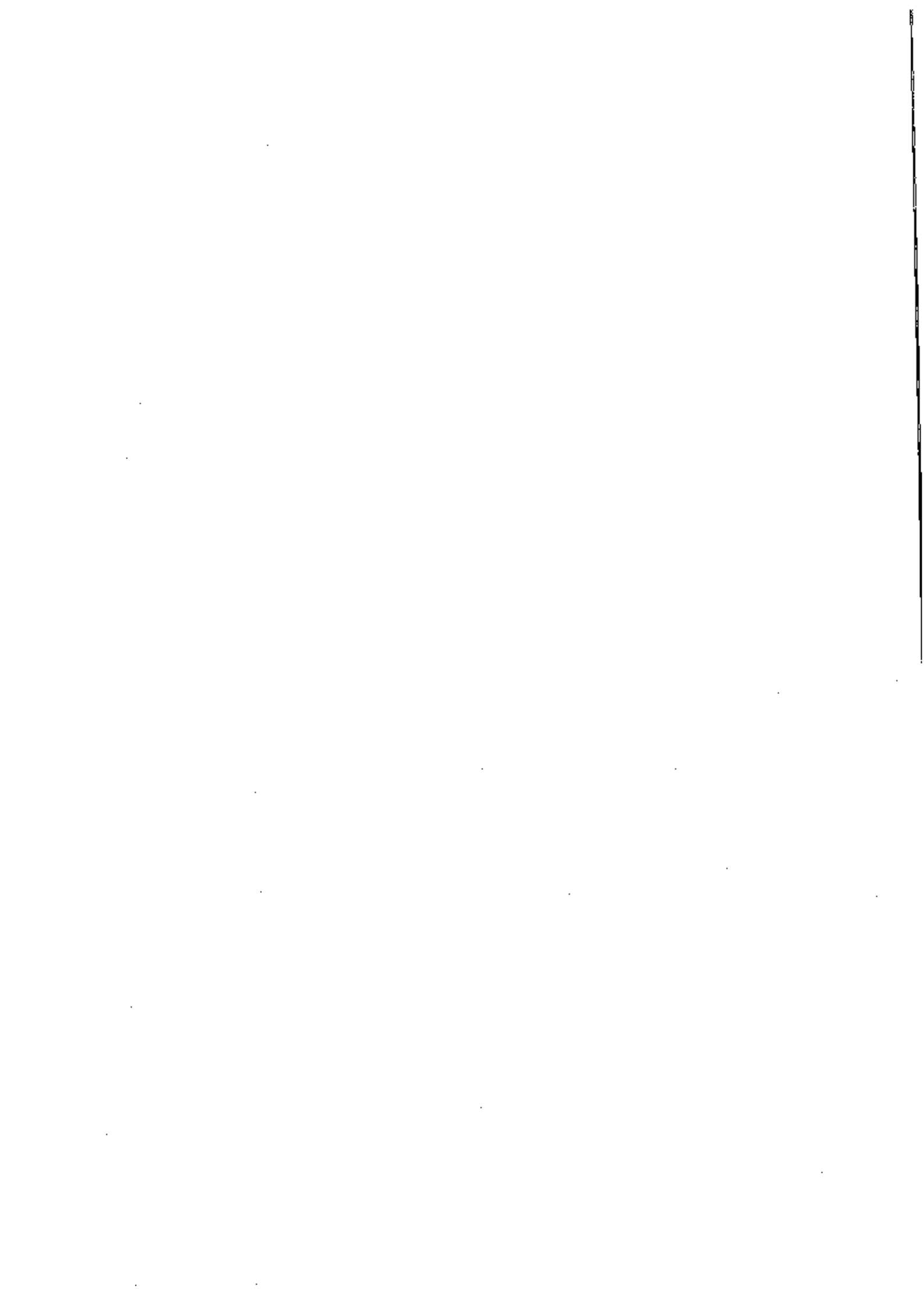
██████████ also spent several years in the area of human capital development. His exposure in this field entailed focusing on cultural and organisational change in a large financial institution where he led a team merging several major businesses into one. During the same period, he also changed the institution's approach to human capital from a centralised to a decentralised model. The experience in the human capital function was humbling and challenging but provided great learning in understanding human behaviour and relationships. This resulted in him embarking on a professional coaching qualification and began working with executives and senior managers in linking the world of business and their personal development. It's a journey that continues in the current exciting, demanding and complex world of work.

As a banker by profession, ██████████ spent twenty years in the banking sector with several years in senior executive roles. Some of the roles included repositioning the mass market which achieved recognition internationally including the World Bank; playing a key role in facilitating and implementing a technology driven/behavioural scoring micro-lending joint venture – a first in the banking industry; creating automated loan products through the ATM network and expanding retail banking into Africa.

██████████ qualification include a Master's degree and he has attended senior and executive international management development programmes including participating in the United Nations Supplier Development Programme where he is part of a small group of certified consultants.

██████████ board and advisory experience stands him in good stead in understanding the strategic relationship between management and the board. His knowledge of the legislative environment as well as good governance protocols assists him in fulfilling his fiduciary duties and striving to ensure that the organisation meets its economic, social and environmental obligations.

While he does not have experience or exposure in some areas called for in the specification, his leadership maturity, management skill, work ethic and willingness to learn will allow him to get up to speed in a short period before making a meaningful contribution in the role.



12 September 2020

[REDACTED]

EMAIL ADDRESS: [REDACTED]

PHYSICAL ADDRESS: [REDACTED]

POSTAL ADDRESS: [REDACTED]

PURPOSE: APPLICATION FOR CEF NON-EXECUTIVE DIRECTOR

This application is a response to your advert which was flighted in the newspaper, for which I am expressing my interest. I am interested in being a non-executive director at the Central Energy Fund SOC, and submit a summary of qualifications, motivation and experience below with the details requested as per attached documents.

Education

I have attached a comprehensive CV which highlights my qualifications and professional experience which are relevant for this position. Specifically, I am a qualified electrical engineer with vast experience in the energy sector with emphasis in the electricity industry. I also have a business qualification and certificates from Wits Business School and Harvard Business School.

I have also attended the IOD's Governance Course, which has strengthened my appreciation of corporate governance in general. I have attached certificates of attendance to accompany this application.

I have also included my certified ID and certificates, as per your request in the advert.

Motivation and Experience

As highlighted in my resume, I am well qualified to serve on the board and have the requisite experience having served on other boards as well. I have had the privilege of being a non-executive director at the CSIR, and also chairing their Audit Committee. I have also served as a non-executive board member at Eskom Rotek Industries SOC (ERI), Energy Access Partnership (EAP), South African National Energy Association (SANEA) and Lesedi Local Municipality's Audit Committee.

AN

CURRICULUM

VITAE

[REDACTED]

[REDACTED]

EDUCATIONAL BACKGROUND

- HIGHEST STANDARD PASSED:** Standard 10.
~~Standard 10~~
[1975 - 1976]
- SUBJECTS PASSED** : Northern Sotho (HG)
Afrikaans 2nd Language (HG)
English 2nd Language (HG)
Mathematics (HG)
Physical Science (HG)
Biology (HG)
Afrikaans Mondeling, and
English Oral
- TERTIARY EDUCATION** : BA
(University of South Africa)
[1983 - 1994]
- : BA (Hons)
(Rand Afrikaans University)
[1995 - 1996]
- : MA. (Rand Afrikaans University)
[1997 - 2001]
- : Certificate in Management (CM)
{Stage 1 of MBA}
(Buckinghamshire
Chilterns University College-UK)
[1998]
- : Post Graduate Diploma in
Management Studies (DMS)
{Stage 2 of MBA}
(Buckinghamshire Chilterns
University College - UK)
[2000]
- : MBA
(Buckinghamshire Chilterns
University College-UK)
[2003]

PERSONAL INFORMATION

SURNAME : ██████████

FIRST NAMES : ██████████

DATE OF BIRTH : ██████████

MARITAL STATUS : ██████████

DEPENDANTS : ██████████

NATIONALITY : SOUTH AFRICAN

RESIDENTIAL ADDRESS : ██████████
██████████
██████████
██████████

POSTAL ADDRESS : ██████████
██████████
██████████

CONTACT NO. : ██████████

E-MAIL ADDRESS : ██████████

HOME LANGUAGE : NORTHERN SOTHO

OTHER LANGUAGES : SETSWANA, SESOTHO,
ENGLISH AND
AFRIKAANS

LANGUAGES FAIRLY UNDERSTOOD : isiZULU, isiXHOSA, SWATI,
isiNDEBELE, XITSONGA
AND TSHIVENDA

DRIVERS LICENCE : ██████████

help support and accelerate the development of Black engineers in Suzlon. This was done to complement South African recruits and creates an environment for them to learn from expatriates and have the know-how to implement wind projects on their own in future.

██████████ truly values people and appreciates the benefits received through teams that demonstrate thought and skill diversity.

██████████ is cognitively superior with exceptionally well-developed communication skills. He presents himself well and inspires confidence. He can hold his own in press conferences and community confrontations regarding non-delivery of services to impoverished communities. He has also being the leader for management regarding labour issues.

He certainly has a good understanding of the energy sector, specifically related to electricity coupled with good overall connections in the energy industry.

Some of his other accomplishments / recognitions / awards are:

- British Council Scholarship 1987 to 1991.
- Voted as "The Ultimate Bright Spark for 1992" from and by the 1992 Eskom graduates.
- Voted as the most participating student during the Global Utility Management Programme, Samford Business Utilities.
- Selected onto the Commonwealth Top Management Programme run by the National University of Singapore 20 to 31 January 1997.
- Selected as a High Performer in the Distribution Group at Eskom.

(nominated for the 2013 best male leader on transformation)

Personal Background:

Silas grew up in the Vaal Triangle, south of Johannesburg. His role models were:

- ██████████, Chief Operating Officer of MTN
- ██████████ (a cousin), ZimCapital
- ██████████ Virgin Group
- ██████████

He chose his career path because he liked electrical appliances. He opted to do a degree in order to be able to "fix and not break things". His education means a lot to him because he did not have to

pay back the people who paid for his education. [REDACTED] is glad that so many people call him to commend him on his achievements and see him as a role model.

His outside interests are that he likes to preach peace to people close to him. He also likes to tell people about global warming. A lot of people invite [REDACTED] to give talks to their employees, customers, children and friends on various topics. He runs various golf days including those which raise funds for charities. Soccer is, however, his favourite sport. He is also helping his brother, a priest, to raise funds to build a Christian church. He likes reading books on leadership, management, finance and business. He likes reading books which encourage him to think innovatively.

Attributes:

Silas regards himself as:

- Energetic
- Walk-the-talk
- Resilient
- Intelligent
- Detail oriented
- Warm
- Outgoing
- A self-starter
- Customer centric
- Persuasive
- A communicator
- Enthusiastic
- Relaxed
- Open
- Status conscious
- Tough
- Creative
- Controlling
- Honest

- Professional
- Direct
- A quick learner
- Spontaneous

He experiences stress when customers are not helped or when staff ill-treat customers. [REDACTED] regards his strengths as those items listed above, as well as his technical competencies. He also thinks he is good at building relationships at work and outside work.

He feels he has built a strong "pillar" in both the public and the private sectors. He intends to help politicians create sustainable jobs and prevent global warming.

Management style:

[REDACTED] regards his management style as approachable, being a good listener, supporting innovation, looking after assets which "create revenue and look after employees well-being". The feedback he receives is that people are shocked at the intelligent level of his leadership at his age.

He is assertive and confident, ambitious, likes logical things and technical solutions. He thinks his critical faculty, lateral thinking, risk aversion and vision are strong. [REDACTED] work philosophy is to be participative and to treat others as you would like them to treat you. His special work interest is to ensure the customer satisfaction index is always positive. His career objectives are to be part of a recognised company as a shareholder or leader.

Achievements:

[REDACTED] achievements are that he has achieved most Board and shareholder deliverables and to have built a strong and resilient workforce with potential for further development.

Summary:

[REDACTED] believes nothing is impossible. He believes that happy customers will pay proactively, and Silas tries to persuade people to make a positive difference to the needy.

DEPUTY CHIEF EXECUTIVE OFFICER: CORPORATE SERVICES

2009

Duties

- Management of the finance and procurement division; human resource management; information technology and project management office.
- Financial and budgeting administration. This included ensuring the Annual Financial Statements of the department are compiled and released on the prescribed dates.
- Oversee the implementation of both the IT and Human Resource strategies of the organisation.
- Performance monitoring and evaluation unit within the Project Management Office, I oversee the putting together of the performance indicators and the monitoring of the implementation. We compile the consolidated quarterly reports of both performance and the quarterly financial projections.

2001 – 2009(May) Chief Financial Officer: GCIS

DUTIES

- Managing the financial administration and Budget office. Also responsible for the overseeing the compilation of the Annual financial statement of the department and the Budget submissions to National Treasury
- Managing the supply chain division and serving as the chairperson of the Adjudication Committee.
- Advice management on a monthly basis the expenditure trends and provide financial and procurement support to the line managers.
- Overall managing of the Chief Directorate comprising of approximately 80 officials with a budget of R4m.

1999 – 2000 Director: Finance GCIS

DUTIES:

- Management of financial administration and budgeting division of the department and acting as the Chief Financial Officer;

- Management of the procurement administration and the auxiliary services of the department (Cleaning, security, property and transport divisions)

1997 – 1999 Deputy Directors: Administration:

GAUTENG PROVINCIAL GOVERNMENT

DUTIES

- Overall supervisor of financial, transport and personnel divisions of the Premier's Office
- Ensuring the administrative and logistical support to the Premier's office is provided

1996 – 1997 Project Officer: Communication (Assistant Director)

Gauteng Provincial Government

DUTIES:

- Responsible for interacting with the members of the public on queries directed to the Premier.
- Establishing working relation with community based media structures;
- Facilitate the procurement of the needs of the Communication Directorate

1993 – 1994 (April) Administrator: Department of Information and Publicity

AFRICAN NATIONAL CONGRESS (ANC) HQ

DUTIES

- Providing administrative support to the department;
- Assisted with administrative media support during the 1994 election period

1992: Studying full time

1991 Administrator: Organising Department

AFRICAN NATIONAL CONGRESS (ANC) HEAD OFFICE

DUTIES:

- Co-ordinating the interaction between Head Office with the regional offices.
- Arranging meeting and receiving reports from the Regional Offices

1978 -1989.

Have been in exile and working for the African National Congress in Angola, Mozambique and Swaziland until my arrest when I came into the country in 1989. Was released after the unbanning of the African National Congress in 1991.



1. [REDACTED] (Former boss)

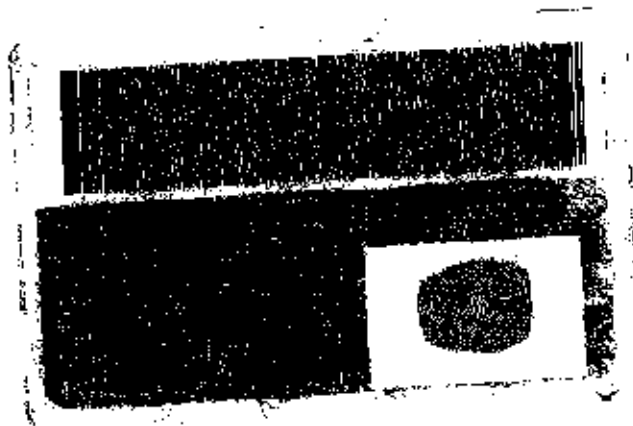
Contact: [REDACTED]

2. [REDACTED] (former Colleague)

Deputy CEO: Stakeholder engagement GCIS

Contact: [REDACTED]

Email: [REDACTED]



COMMISSIONER OF OATHS

Tshegafatao Kgarabjang

Director: Legal Services

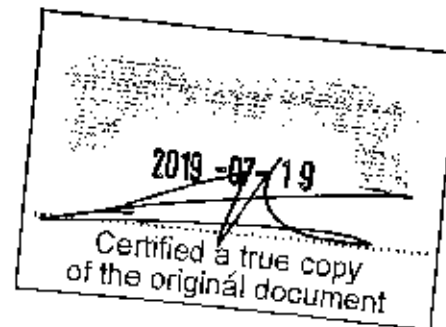
Department: Communications

Tshedimosetso House

1035 cnr Frances Baard and Festival Streets

Hatfield, Pretoria

Tel: 012 473 0478





Senior Certificate (Std 10) Senior Sertifikaat (St. 10)

(National Senior Certificate Examination)
(Nasionale Senior Sertifikaateksamen)

AWARDED TO TOEGEIGEN AAN:



IDENTITY NO./IDENTITEITS N^o

STAN. N^o 31/1/85/1999

WIT-VOOR
WAAKME
DIE WORSPRONKLIKE LEUWEMINT
KANDE

THIS DOCUMENT IS A TRUE REPRODUCTION COPY OF THE
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REPRODUCTION. I OBSERVE THAT THE REPRODUCTION IS AN ACCURATE COPY OF THE ORIGINAL DOCUMENT.

[Signature]
SIGNED: _____
NAME: _____
RANK: _____

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2. SECOND LANGUAGE N^o

3. MATHEMATICS SG

4. SCIENCE SG

5. HISTORY AND SOCIAL SCIENCES XX

6. ARTS AND CULTURE XX

ZUID-ERSTE TAAL N^o

ENDELS TWEEDE TAAL N^o

WISKUNDE SG

WETenskaplike SG

GESkiedenis en Sosiale Wetenskap XX

KUNST en Kultuur XX

NATIONAL AFRICAN POLICE SERVICE
CLIENT SERVICE CENTRE
2019-07-13
CLEVELAND

[Signature]
Deputy Director
Ekonomiese Bedryfs

[Signature]
Director-General
Direkter-Generaal
Education and Training
Onderwys en Opleiding

Mail Bag 222
1180 Treurbaai
1992/66/01

APPLICATION RECEIVED
ANSOEK GEDRAAG
01/09/99

071041Y

DATE POSTED
DATUM GERYS
01/09/99

University of South Africa



EK SERTIFIKAT VAN OORSPRONG
DIE OORSPRONG VAN 'N OORSPRONKELIKE
IS. EK SERTIFISEER AAN DER DAT, VOLGENDS
WYSIGING OF VERANDERING OP DIE OORSPRONKELIKE
BRING IS NIE.

I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY) OF THE ORIGINAL DOCUMENT WHICH WAS HANDED TO ME FOR AUTHENTICATION. I FURTHER CERTIFY THAT, FROM MY OBSERVATIONS, AN AMENDMENT OR CHANGE WAS NOT MADE TO THE ORIGINAL DOCUMENT.

HANDTEKENING/SIGNATURE

MAGSNUMMER / FORCE NUMBER: *11111111*
RANG / RANK: *001*
NAAM IN DRUKERS / NAME IN PRINT: *M. Duse*

We certify that

[REDACTED]
having complied with the requirements of the Act and Statute, was admitted to the degree of

BACHELOR OF ADMINISTRATION

*at a congregation of the University
on 4 May 1998*



[REDACTED]
Vice-Chancellor

[REDACTED]
Dean

EK SERTIFISEER DAT HIERDIE DOKUMENT 'N WATKOP (AFKOP) VAN DIE OORSPRONKLIKE DOKUMENT WAT OORGELEVER IS. EK SERTIFISEER VERDER DAT VOLGENS 'N TOEGEWYSDING OF VERANDERING OP DIE OORSPRONKLIKE DOKUMENT BRING IS NIE.

I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY) OF ORIGINAL DOCUMENT WHICH WAS HANDLED TO ME FOR AUTHENTICATION. I FURTHER CERTIFY THAT, FROM MY OBSERVATION, AN AMENDMENT OR CHANGE WAS NOT MADE TO THE ORIGINAL DOCUMENT.



UNISA

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MAGSNOMMER / FORCE NUMBER: 71420495	RANG / RANK: 1ST
NAAM IN DRUKSKRIEF / NAME IN PRINT: [Signature]	UNIVERSITY OF SOUTH AFRICA

We certify that



having complied with the requirements of the Higher Education Act

and the Institutional Statute, was admitted to the degree of

MASTER OF PUBLIC ADMINISTRATION

at a congregation of the University

on 3 October 2006



Vice-Chancellor



Executive



MAI



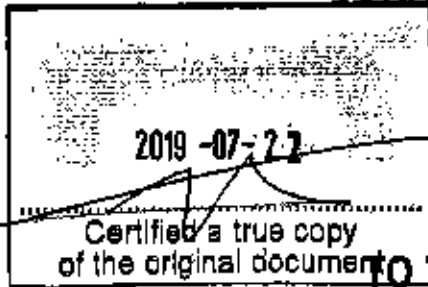
state security
State Security Agency
REPUBLIC OF SOUTH AFRICA

CONFIDENTIAL

COMMISSIONER OF OATHS
Tshegofatso Kgarabjang
Director: Legal Services
Department: Communications
Tshedimosetso House
1035 cnr Frances Baard and Festival Streets
Hatfield, Pretoria
Tel: 012 473 0476

SECURITY CLEARANCE CERTIFICATE

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DIRECTOR-GENERAL

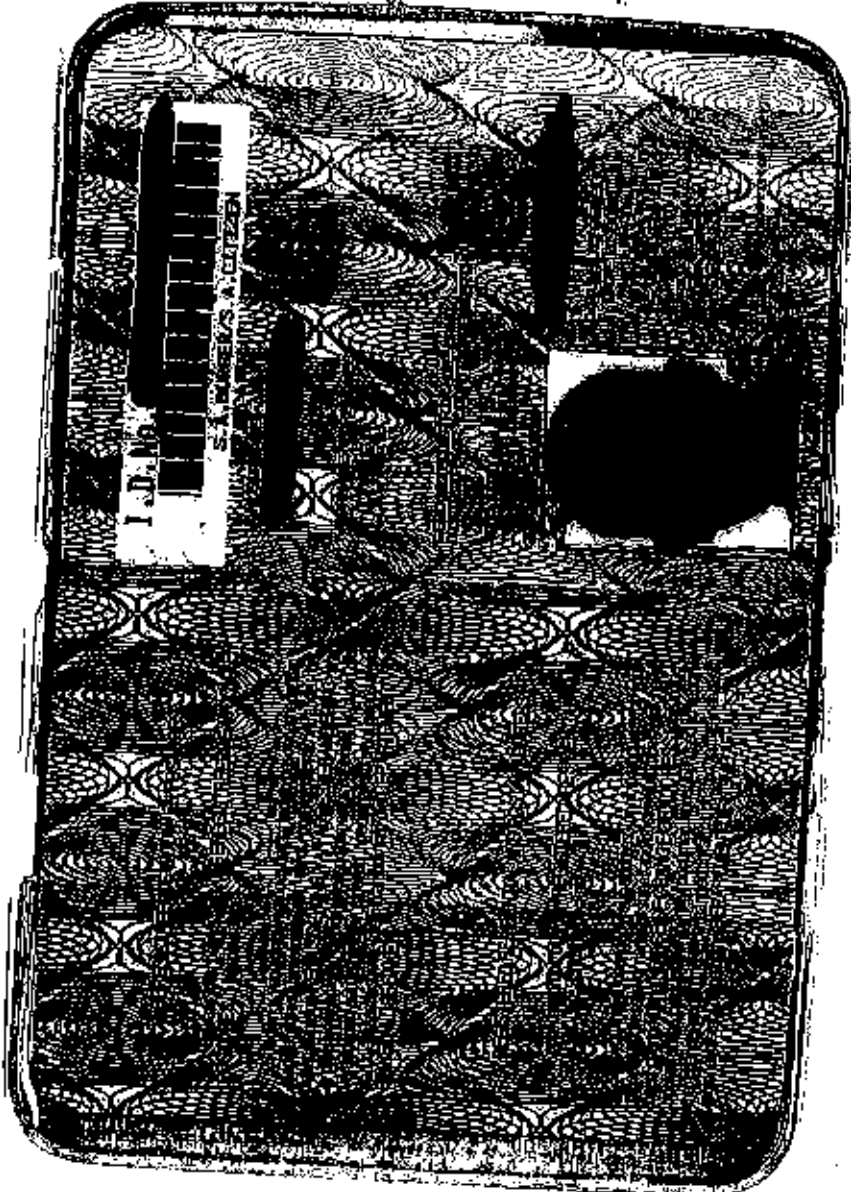
[Redacted Signature]

DATE

EXPIRY DATE: 2023-03-31

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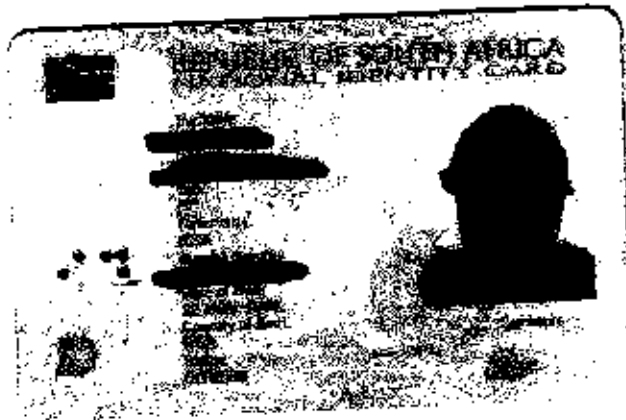


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23/7/19



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 2019-07-13
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2. If you have changed your address, or if particulars of your present address, e.g. name of street and street number, etc. have been changed, you MUST file a CHANGE OF ADDRESS form in the original or in English, with the necessary documents, at the address of the issuing office or the Department of Home Affairs.



S. A. BURGER/S. A. CITIZEN

VOORNAAM/FORENAME

GEBOORTEDATUM OF -LAND/
DISTRICT OR COUNTRY OF BIRTH

SOUTH AFRICA

GEBOORTEDATUM
DATE OF BIRTH



DATUM UITGELEEK
DATE ISSUED

2000-02-03

UITREKKE OF GEDRUKTE
REKOPIE VAN DIE
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ISSUED BY AUTHORITY OF THE
DIRECTOR-GENERAL
OF HOME AFFAIRS

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POSTAL SERVICES
CENTRE
2016-07-21
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NAME IN PRINT

INNOVATIVE IDEAS TRAINING ACADEMY

'BUSINESS SUCCESS THROUGH CUSTOMER SATISFACTION, THAT'S WHAT WE KNOW'

THIS IS TO CERTIFY THAT



HAS BEEN AWARDED A CERTIFICATE

For Successfully Completing the

Strategies for PR and Communications

Master Class

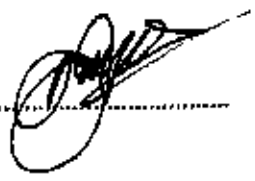
FACILITATOR



SOUTH AFRICAN POLICE SERVICE
CLIENT SERVICE CENTRE
2019 -07- 13
CLEVELAND

LECTURER SIGNATURE

DIRECTOR SIGNATURE



ISSUED ON THIS 29TH DAY OF JUNE 2012

1981 – 1984 GCSE, Solomon [REDACTED] Freedom College in Tanzania

Subjects passed Accountancy, Mathematics, English, History Geography, Development of the World, History of the struggles

1967 – 1979 Did my schooling in King William's Town and Butterworth. Details available on request

WORKING EXPERIENCE

June 2016 to date Deputy Director General: Empowerment and Stakeholder Management
Department of Military Veterans

Responsibilities Provincial Offices and Stakeholder Relations
Empowerment and Skills Development
Heritage, Memorials, Burial and Honours

June 2014 to May 2016 Senior Manager: Office of the Deputy Speaker
Eastern Cape Provincial Legislature

Responsibilities Manage the Office of the Deputy Speaker,
Ensure compliance with all policies and Procedures in the Office of the Deputy Speaker,
Develop and maintain good image of the Office of the Deputy Speaker,
Ensure effective and efficient management of the Office of the Deputy Speaker.

September 2011 – Sept 2012 Acting General Manager: District Development & Implementation

Responsibilities Coordinate District Management & Development,
Oversee the Implementation of Service Delivery And District Coordination and the Area Managers,
Ensure Implementation of Batho Pele, Develop Partnerships and Manage Interdepartmental Relations, Provide Strategic direction and Leadership to the District Managers, Ensure Monitoring and Evaluation of Departmental Projects and Programmes at District Level, Interpretation of Legislation relevant to the Districts, Ensure Implementation of an Integrated Service Delivery Model in all District Offices of Social Development & Special Programmes

November 2010 – Aug 2011

Senior Manager Office of Head of Department
Department of Social Development & Special
Programmes

Responsibilities

Manage and Implement Monitoring System which
Track Progress and Impact of the Department,
Ensure Departmental Strategic, Annual and
Operational Plans are aligned to the Provincial
Growth and Development Programme of Action,
Coordinate Departmental Reports on behalf of the
Head of Department, Monitor Provincial Policies
And the Legislative Framework relating to the
Department of Social Department & Special
Programmes, Monitor, Promote and coordinate
The implementation of Departmental Service
Delivery Plans, Ensure the Promotion of
Cooperative Governance with National and
Provincial Government, Manage the of the Head
Of Department, Manage and Supervise Staff in
Office of Head of Department.

May 2009 – Nov 2010

Head: Office of the MEC
Department of Social Development

2007 -2009

Convivium
Senior Associate

2002 – 2007

General Manager: Strategic Support

Buffalo City Municipality

Responsibilities

Public Participation
Special Programmes Inclusive of Gender, Youth,
People with Disability, HIV/AIDS & Older People
Council Support

1999 – 2002

Independent Development Trust (IDT) –
Programme Implementation Manager (PIM)

Responsibilities

Programme planning
Receive programme and draw action and
Scheduling plans.
Coordinate all relevant stakeholders
Identify service providers
Draft service provider's terms of reference
And Contracts for validation by the legal
Department.
Enter into agreement with service providers.

Manages relations

To consolidate the social and technical
Outputs.

Social: community, active social groups, Churches,
association etc.

Technical: contractors, service providers,
Engineers etc.

Programme Implementation

Coordinate activities of the community, service
providers and other stakeholders.

Align programme with time requirements.

Monitors and reports on programme progress

Coordinate and manage each process

Compile reports on status, financial controls and
possible problem areas.

Actively identify possible risks.

Manage risks.

1998 – 1999

IDT – Seconded as Programme Coordinator in the
Transformation Programme Office.

Responsibilities

**Project leader for Transformation
Communication Project (only member)**

To make sure that staff is kept up breast about
developments during transformation process. To
communicate issues that involve staff, on time and
accurately. To respond to queries and questions
raised by staff in a sensitive and honest manner
without compromising the organization.

**Project Leader for Transformation
measurement tool (only member)**

To monitor Transformation progress against set
milestones. To monitor whether transformation is
within budget without compromising quality. To
monitor overall transformation projects whether
they are on schedule and within budget. To
indicate to all project leaders without alarming the
critical path.

To ensure overall coordination of the
Transformation. To attend and make presentations
in Executive Committee Meetings. To prepare
presentation for the Board of Directors. To visit
provinces to solicit buy in from staff. To inform
strategic partners and government on
developments such as changed core business and
mission statement. To network with other
development agents in verifying our development

niche in the development arena.

1997 – 1998

IDT – Provincial Programme Coordinator EC

Responsibilities

Analyse Provincial Develop Needs. To generate and analyse information on provincial poverty impact, social demographics, economic development indicators. Indicate via scientific analysis areas in the province that require development intervention and the appropriate kind and order.

Identify Provincial Development Initiatives / Interventions. To study provincial government development initiatives and counterpose such to IDT and private sector Interventions Develop in Consultation with Programme Managers, Provincial government departments and private sector appropriate development initiatives / interventions for the province.

Implementation of Development Initiatives Interventions. To ensure that facilitation teams are aware of development programme objectives / mission and corresponding criteria. Assist Programme Managers In Programme Implementation in the province.

Monitor and Evaluate Development Initiative Intervention. Monitor and evaluate whether development initiatives / intervention have met objective / mission and criteria and submit reports in this regard.

Liaison with Research Institutions, Private Sector and Provincial Government Departments. Source information of Provincial poverty impact, social demographics and economic indicators from reputable research institutions. Liaises with private sector, government delivery departments on provincial development needs and required initiatives / Intervention administration. Generate reports as required in an agreed format.

1997 September

IDT Community Facilitator

Responsibilities

Facilitation, Consult broadly at local / District level with communities to:

- Establish their development needs

- Priorities development needs at general meetings.
- Ensure community involvement and commitment to guarantee sustainability of projects
- Facilitate the establishment of community structures via consultation with all stakeholders in a community.
- Assist community development committee to open bank accounts for projects and develop and adopt a constitution for the committee.
- Ensure community participation in the identification, approval and appointment of technical support for projects (principal agent, technical consultants, project manager etc).

Monitoring and Evaluation. Monitor and evaluate the environmental, social, health, and economic impact of projects / programmes.

Communication. Facilitate contact between community development committee and municipality, tribal authorities, funders, NGO's civics and government officials. Facilitate workshops at the community levels.

Training / capacity building. Ensure community participation in the identification, approval, and appointment of training institutions and implementation of training on such areas as bookkeeping, budgeting. Conduct workshops to clarify role and responsibility of office bearers. Monitor the quality of training provided by the training institution.

Administration. Maintain up to date project files on each project. Ensure that copies of project minutes are kept on project files. Develop a monthly action plan on project facilitation. Attend monthly meetings convened to report on project progress.

1997 August

Qualified as a member of the Estate Agent Board

1996 January

Joined Pam Golding Properties (King William's Town branch as an Estate Agent.

- 1995 September to December Research for trust for Christian Outreach and Education (TCOE) on local government.
- 1995 November Presiding Office – Local Government Elections
- 1992 – 1995 Resident Tutor – University of East Anglia United Kingdom
- 1991 Summer holidays worked part-time for The University of Transkei's Bureau of Development, Research and Training. Worked with Carl Keyter. My work mainly involved the evaluation of households for the distribution of funds for sustainability projects.
- 1986 – 1990 Worked as an Administrator in the South African Congress of Trade Unions (SACTU) London office, in the treasury department. Worked with Archie Sibeko. My work included fund raising, bookkeeping, addressing meetings and doing administrative work.
- 1986 – 1989 Worked in Angola for the ANC as a Commander of the women's group.
- 1980 Got involved with the ANC as a pupil and had to leave South Africa for political reasons.
- INTERESTS** I would like to contribute towards elevating the Status of disadvantaged communities both economically and socially. I am also equipped to deal with trade related negotiations. I enjoy organizing people and instilling hope by both working directly with consulting people to draw up realistic policies and practices given limited resources.

REFERENCES:

[REDACTED]
General Manager - [REDACTED]
[REDACTED]

[REDACTED]
Managing Director - [REDACTED] Consulting
[REDACTED]

[REDACTED]
General Manager - Health Services
[REDACTED]

INTERNATIONAL CONFERENCES ATTENDED

- 2017 United Nations Commission on the Status of Women, March, New York, United States;
- 2008 World Urban Forum, 3 - 6 November, Nanjing, China;
- 2008 United Nations Population and Development, United Nations, April, New York, United States;
- 2008 United Nations Housing and Urban Development (UN Habitat), November, Nairobi, Kenya;
- 2008 2nd African Ministerial Conference on Housing and Urban Development, 28-30 July, Abuja, Nigeria;
- 2008 Business Cycle Development, Financial Fragility, Housing and Commodity Prices, 21-23 November, Barcelona, Spain;
- 2007 Intelligence Analysis in the Asia-Pacific Conference: Intelligence Culture and Practice, 17-18 September, University of Adelaide, Australia;
- 2006 Africa Beyond Aid, conference organized by the Brenthurst Foundation and the Konrad-Adenauer Stiftung, 3-4 April, Potsdam, Germany;
- 2005 World Trade Organisation, Ministerial Conference, 13-18 December, Hong Kong, China.

REFERENCES

1. [REDACTED]
Executive Director: Mapungubwe Institute for Strategic Reflection
[REDACTED]
[REDACTED]

2. [REDACTED]
Special Advisor: Minister of Mineral Resources & Energy
[REDACTED]
[REDACTED]

3. [REDACTED]
South Africa's Ambassador to The Hague
[REDACTED]
[REDACTED]

ACADEMIC ACHIEVEMENTS

- Pass Credit Management Course with Distinction (2014)
- Recipient of Rand Merchant Bank & African Harvest bursaries: Selected from top 10% students in the Accounting department (2000 – 2001) - UFS
- Certificate of Merit – Top 10 first years in Welwetchia Residence – UFS
- Distinction in Business Economics – Grade 12 – Inanda Seminary (KZN)

LEADERSHIP ROLES

- Provincial Coordinator for Professionals, Academics, Business and Suburbia.
- Various leadership roles in the communities in which I have resided.
- Board member of New Life Shelter (NPO looking after abused girl children based in Lombardy East).
- Led the Audit of the Biggest Client – MIBFA, in the Retirement Funds Division – Ernst & Young 2008 -2009.
- Member of the Best Audit Team – Investec Limited – Ernst & Young 2006 – 2007.
- Member of Student Transformation Forum - UFS
- House Committee Member – Academics Portfolio -UFS

EMPLOYMENT HISTORY

Company: Denel SOC LTD

Position: Independent Non-Executive Director
Chairperson of the Risk Management Committee
Member of the Audit Committee
Member of the Investment Committee

Period: May 2018 – Present

Responsibilities:

Oversight Responsibility with focus on:

- Rebuilding and strengthening governance.
- Rooting out corruption.
- Restoring Denel SOC LTD's financial position and
- Ensuring that Denel fulfils its economic and developmental mandates.

Company: Gauteng Department of Health

Position: Chief Financial Officer

Budget: [REDACTED]

Period: [REDACTED]

Responsibilities:

Strategy

- Drive the turn-around of the Gauteng Department of Health.
- Drive Transformation of procurement and supply chain management

**Responsible for Budgeting for the Department.
Responsible for Risk Management and internal controls.**

Responsible for Financial Reporting.

Responsible for Stakeholder Management

Company: South Ocean Holdings Limited – JSE Listed

Position: Group Chief Financial Officer

Budget: R2.0 billion

Period: August 2016 – January 2018

OTHER NOTABLE EXPERIENCE:

- **Transnet Ltd (Internal Audit division)** – outsourced by Ernst & Young Inc. for 2 months (October – November 2008). Performed internal audit procedures.

- **Land Bank** – outsourced by Ernst & Young Inc. from January 2010 to June 2011: Assisted the Compliance & Administration Manager with the following:
 - Reviewed and processed journals.
 - Performed month-end procedures.
 - Reviewed human resources transactions and reconciliations.

- **Standard Bank** – Africa Finance division. Assisted Standard Bank Branches in the DRC, Uganda and Kenya in preparing budgets, revised estimates and in utilising the new financial model planning tool.

COMPUTER LITERACY

Caseware
AlignAlytics (on-the job training – Endo – Litha's American parent company)
TeamMate (on-the job training – Endo – Litha's American parent company)
Navision (on-the-job training – Litha healthcare Group)
SAP (on-the-job training, Land Bank)
Microsoft Excel 2000, 2003, 2007, 2010 (Advanced)
Microsoft Word 2000, 2003, 2007, 2010 (Advanced)
Microsoft PowerPoint 2000, 2003, 2007, 2010 (Intermediate)
Internet and e-mail (Microsoft Outlook, Lotus Notes)
EY audit software – EY/AWS, GAMx

REFERENCES

[Redacted references]

- Ensuring that Annual Financial Statements are in accordance with the latest statements of International Financial Reporting Standards (IFRS)
- Evaluating accounting systems to determine their efficiency and effectiveness
- Ensuring delivery of high-quality Annual Financial Statements through detailed review for accuracy and disclosure

Company: Ernst & Young Inc.
Position: Trainee Accountant
Period: January 2005 – December 2007
Responsibilities:

- * 2007 – planning and execution of audit strategy for various engagements at supervisory level including:
 - Assessing risks at overall entity level as well as at account level
 - Performing substantive procedures
 - Performing tests of controls
 - Wrapping-up of audits
 - Drafting audit reports and other reports on audit findings
 - Conducting research on clients in order to obtain an understanding of the client and its environment
- * 2006 – execution of audit strategy for various engagements at assistant level
- * 2005 – execution of audit strategy for various engagements at senior level

Client portfolio – Ernst & Young: Post Articles

Client Name

Land Bank
 Standard Bank
 Transnet Metal Industries Benefit Fund (MIBFA)
 Edcon Pension Fund
 Mr Price Executive Pension Fund
 Various Pension Funds administered by Liberty
 Various Retirement Funds administered by Metropolitan
 Werksmans Staff Provident Fund
 Various Funds administered by Alexander Forbes

Client portfolio – As a Trainee Accountant:

Client Name

Sanlam Sky (Long term)
 Investec Property Group (Long term)
 Safrican Insurance Company
 Channel Life
 Transnet – Internal Audit
 Scania South Africa

Review monthly balance sheet reconciliations
Branch Reconciliations review

Company: Land Bank Land and Agricultural Development Bank of South Africa

Position: Project Accountant.

Period: June 2011 – April 2014

Responsibilities:

- Recalculation of interest claims
- Perform quality checks on recalculations done
- Compile Monthly Management Accounts
- Ensure that branches have the recalculated memos timeously to relay the results to the clients.
- Perform administrative duties for the project team.

Company: Ernst & Young Inc.

Position: Client Service Executive/Assistant Manager

Period: Jan 2008 – June 2011

Responsibilities:

* Project management of audit assignments in an Assistant Manager Capacity involving:

People Management:

- On-the-job coaching, mentoring and transfer of skills to junior staff members.
- Planning human resources for audit engagements.
- Managing teams comprising of first, second and third year trainee accountants.
- Perform engagement reviews and performance assessments for the team members including identifying development needs.
- Developing and maintaining relations with existing clients.

Administrative Function:

- Preparation of budgets and compilation of budgets reports
- Consistent monitoring of the budget set for the audit engagement and reporting to Directors
- Completing audit reports for dissemination to management and ensuring proper follow up of outstanding items and recommendations
- Communicating results of audits through written reports and oral presentations to management
- Reviewing tax returns, provisional and annual returns and handle SARS queries

Audit Function:

- Understanding of the client's environment and designing audit strategy appropriate to address the identified risks.
- Review of Annual Financial Statements (AFS)

Company: Endo International PLC/Litha Healthcare Group

Position: (Senior Manager) Finance /Head of Internal Auditor

Period: May 2014 – July 2016

Responsibilities:

- Reporting to the Director of Internal Audit – Endo Pharmaceuticals (USA).
- Previously reported to the Audit Committee when Litha was listed on the JSE.
- Prepare and perform SOX compliance audit across the group.
- Prepare quarterly Internal Audit and risk reports for the Audit Committee meetings.
- Attend Audit Committee meetings.
- Develop and implement Internal Audit plans so that an effective and efficient audit process exist within the company.
- Develop and implement policies and procedures for effective functioning of the Internal Audit function.
- Ensuring that the functions of the Internal Audit are aligned to the requirements of business.
- Set up and manage activities of the Internal Audit department.
- Preparing the audit reports and liaise with all divisions and Senior Management on audit findings
- Provide assistance, advice and guidance to all divisions and management with regards to the implementation and maintenance of adequate controls.
- Coordination of integrated reporting initiatives in the Group.
- Participating in month/quarter and year end closing reporting.
- Assisting in the preparation of quarterly reporting packages.
- Assisting in the preparation and coordination of the annual budgeting processes.

Company: Land and Agricultural Development Bank of South Africa

Position: Acting Senior Financial Accountant

Period: June 2011 – April 2014

Responsibilities:

- Ensure all transactions comply with International Financial Reporting Standard (IFRS)
- Assist with annual budgeting process
- Authorisation of EFT payments
- Prepare cash flow forecast and projections on monthly and quarterly basis for National Treasury reporting purposes.
- Liaison with external and internal auditor
- Preparation of the Annual Financial Statements
- Ensure adherence to financial processes, procedures and policies
- Member of the Bank's Retail Credit Committee
- Month End Procedures:
Approval of journals

- Train the Finance Unit and other staff on raising awareness and knowledge of financial management matters.
- Oversee the production of monthly reports, as well as financial statements and cash flow projections for use by Executive management, as well as the Audit and Risk Management Committee and Board of Directors.
- Assist in the design, implementation, and timely calculations of wage incentives, commissions, and salaries for the staff.
- Oversee Accounts Payable and Accounts Receivable.
- Ensure a disaster recovery plan is in place.
- Responsible for drafting annual financial statement complying to IFRS to be audited.
- Review and assist with the Integrated Annual report.

Treasury

- Organising and structuring of key finance investments to generate competitive advantage.
- Monitor cash balances and cash forecasts.
- Ensure that adequate cash flow is available for business activities.

Budget

- Prepare annual budgets for the Group and present to the Board of Directors for their approval.
- Analysis together with the CEO and the MD's of the subsidiaries, the budgets of the individual companies, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that reforecasts are done on a quarterly basis together with the CEO and the MD's of the subsidiaries, to ensure that they are in-line with market trends and growth together with the company strategies and visions.
- To ensure that expenditures of the Company are within the authorized annual budget of the Company.
- **Maintain good relations with third parties, ie Banks, JSE sponsors etc...**
- **Develop, implement and oversee the strategy to ensure adequate transformation of the Company in line with BEE regulations and Employment Equity Act.**
- **Maintain a good working relationship with internal and external audit Firms.**
- **Ensure the integrity of all public disclosures by the Company**

Responsibilities:

- Reporting to the Board of Directors and Group Chief Executive Officer.

Strategy

- Assist in formulating the company's future direction and supporting tactical initiatives.
- Assist in performing all tasks necessary to achieve the organization's mission and help execute staff succession and growth plans.
- Work with the CEO on the strategic vision including fostering and cultivating stakeholder relationships.
- Assist the CEO in identifying new funding opportunities.
- Assess the benefits of all prospective contracts and advise the Executive Team on programmatic design and implementation matters.
- Manage the capital request and budgeting process.

Operations

- Participate in key decisions as a member of the executive management team.
- Maintain in-depth relations with all members of the management team.
- Manage the accounting, human resources, investor relations, legal, tax and treasury departments.
- Oversee the financial operations of the subsidiary companies.
- Implement operations best practices.
- Assisting in the development and negotiation of contracts.

Risk Management

- Ensure that a proper Risk Management Policy is in place.
- Ensure that proper Risk registers are maintained.
- Understand and mitigate key elements of the Company's and Group's risk profile.
- Maintain relations with internal and external auditors and investigate their findings and recommendations.
- Develop and maintain systems of internal controls to safeguard financial assets of the organization.

Finance Management

- Oversee the management and co-ordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to.
- Reports to funding agencies, development and monitoring of organizational and contract/grant budgets.
- Ensure that proper procedures are in place to control authorisation of all purchases.
- Ensure proper control procedures for appointment and payment of staff are in place.

CURRICULUM VITAE

PERSONAL INFORMATION

Identity number: [REDACTED]
Date of birth: [REDACTED]
Citizenship: South African
Marital status: Married
Dependents: One
Languages: English, Sesotho, IsiXhosa & IsiZulu
Health: Good
Driver's licence: [REDACTED]
Email address: [REDACTED]

Gender & Race: Female – African.

EDUCATION/QUALIFICATIONS

Professional Designation: Chartered Accountant (South Africa) (CA (SA))

Public Practice Examination: Independent Regulatory Board of Auditors (IRBA)

Auditing Specialist Course: Joint course by UCT & UJ

Credit Management Certificate p3: Institute of Credit Management (with distinction)

Part 1 Qualifying Exams (QE1): South African Institute of Chartered Accountants (SAICA)

Post Graduate Diploma in Accounting Sciences: University of South Africa

B.Com. Hons. (Accounting) : University Of Kwa-Zulu Natal (2005)

B.Com. Hons. (General) : University of the Free State (2002)

B. Com. (Accounting) : University of the Free State (2002)

Diploma in General Management: Natal Technikon (1998 – Successfully Completed first year)

Einladung zum Fest

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NQF Level 5
(NLRD No. 49122)

In terms of section 9 (1)(f) of the ETQA Regulations
No. 1127 of 1998 under the SAQA Act No. 58 of 1995,
effective 1998



16/05/2017

Date of Issue

Commissioner of oaths (Ex officio)
Jeremy Rex Walks
Competence Area Manager - Sensor
Science and Technology
CSIR Materials Science & Manufacturing
P.O. Box 393 Pretoria 0001

Certified a true copy of the original



Mr.
SST Competence Area Manager

CN: JSIETDA/03422

Awarded as an original document with no alterations



Institute for the
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Mrs. J. Walls
SST Competence Area Manager

Commissioner of Public Safety
Jeremy Rex Walls
Competence Area Manager - Sensor
Science and Technology
OSP/Advanced Science & Manufacturing
P.O. Box 308 Prichard, AL 36067

Certificate of Completion

[REDACTED]

has completed the course

Strategic Thinking for Communicators

22 January 2014

[REDACTED]

[REDACTED]

Executive Director: [AJ]

Course Facilitator



THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2195, South Africa

Certified a copy of the original

Accreditation Number: MAPP7944

Certificate of Attendance

Commissioner of South African
Journalism
Competence Area Manager - Senior
Science and Technology
CSI/Science & Technology
P.O. Box 398 Pretoria 0001



has completed a 12 month learnership on

Radio Station Management: National Certificate NQF Level 5

in Johannesburg February 2007 - October 2009



L.A.J. Executive Director
20 October 2009

Results



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA

Providing
Incredible Training

Mr. [REDACTED]

October 09, 2015

National ID/Passport: 6908285361083

Final Results: Short Course on Project Management Principles and Practices with MS Projects (P003082-001-2015)

Herewith a summary of your final results for the Short Course on Project Management Principles and Practices with MS Projects. Enquiries can be submitted to [REDACTED] contact our Client Information Centre at [REDACTED]

Assessment	Result %	Description
Practices and Principles - Practices and Principles Assignment	78	Pass with Distinction
[REDACTED]	78%	Pass with Distinction

Please visit our website at www.ce.up.ac.za for upcoming courses!

Certified a true copy of the original

[REDACTED]
SST Competence Area Manager

Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager - Sensor
Science and Technology
CSIR/Matielabs Science & Manufacturing
P.O. Box 395 Pretoria 0001

July 31, 2019

Dear [REDACTED]

APPLICATION FOR THE POST OF THE DIRECTOR – GENERAL

I am writing in response to your advertisement of the post of the Director – General Government Communication and Information Systems, which was recently advertised in the Sunday Times dated 14 July 2019, hereby submit my application for the post as I am confident that I meet the requirements for the position.

I have thirty-five (35) years' experience serving collectively in the supervisory, middle management, senior management and executive management levels. Six (6) of those years were at the supervisory level in community development at the Administration Board Northern Transvaal. Fourteen (14) years were at the management level in television productions at the South African Broadcasting Corporation (SABC). Nine (9) years were at the senior management level in the promotion of gender equality at the Commission for Gender Equality (CGE). The remaining seven (7) years were at the executive management level at the Independent Communications Authority of South Africa (ICASA), the regulator of ICT Industry in South Africa.

I have acquired knowledge in film making, when I was employed by the Administration Board Northern Transvaal (Admin Board N TVL). During my tenure at the Admin Board NTVL, I was an assistant to the Board's Camera Operator for recording community development documentaries throughout the then Northern Transvaal. I had an opportunity to operate the motion picture camera to record the production and dispatched the recorded films to the laboratory for processing. I also had the opportunity to learn how to edit the film to make the final copies of our documentaries.

My work in Film Production created an interest for me to work in television production at the SABC (Corporation). The Corporation recruited me as the Junior Producer for the then TV 3 in 1983. The Corporation provided intensive television production training to me and other recruits. My training production was rated the best at the end of our training. I progressed throughout the years from Television Producer to a management level as the Specialist Producer and occupied that position till I left



UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

At a congregation of the University
held on 08 December 2015

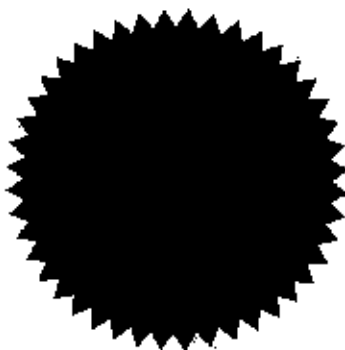


was admitted to the Degree of
Master of Arts

Commissioner of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager – Sensor
Science and Technology
CSIR Materials Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certified to be a true and correct copy of the original


Mr J. Wallis
SSY Competence Area Manager




Dean: Faculty of Humanities


Vice-Chancellor and Principal


Registrar



UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG

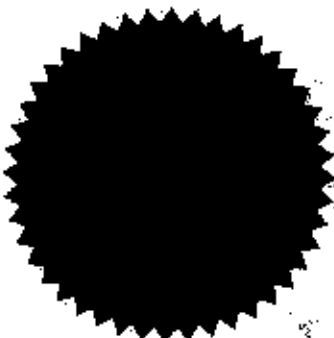
At a congregation of the University

held on 28 June 2012

[REDACTED]
was admitted to the Degree of

Bachelor of Arts with Honours

(Journalism and Media Studies)



Dean, Faculty of Humanities



Vice-Chancellor and Principal



Registrar

Comptroller of oaths (Ex officio)
Jeremy Rex Wallis
Competence Area Manager – Sensor
Science and Technology
CSIR-Metrolabs Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certified a true copy of the original



ISS Competence Area Manager

the Corporation in 1997.

During my tenure as the Television Producer I produced documentaries and magazine productions by recording on film before the introduction of video tape recording. I have experience in broadcasting live productions, and I produced live programme called [REDACTED] at the SABC studios in Silverton, Pretoria. I am grateful to mention that through my skill, knowledge and diligence in television productions, I was awarded with the best Television Awards as well as the Management Recognition of Achievement Award.

My role as Specialist Producer was to lead and manage the team of television producers who produced magazine programmes. My knowledge in film and video productions equipped me with experience and knowledge in Public Service Broadcasting. I am grateful to mention that I was delegated on numerous occasions to act as the Regional Editor for TV News Pretoria when the incumbent was on leave.

In my career at the CGE, as the Head of Department, I provided strategic leadership and management to Public Education and Information Department. As a member of Senior Management at the CGE, I have participated in the development of the 5-year Strategic Plan and Annual Performance Plans. I planned, led and oversaw the implementation of the Public Education and Awareness Campaigns for the promotion of gender equality in all communities of South Africa. I have managed the allocated budget in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the roll-out of the Information Technology (IT) infrastructure and managed the efficient delivery of IT services to Commissioners and staff.

During my tenure in ICASA, I worked directly with Councillors as the General Manager for Consumer Affairs Division. I have provided strategic leadership and direction to the Division I led, and I had participated in the development of the 5-year Strategic Plan and Annual Performance Plans. My core responsibilities were to manage the allocated financial resources in compliance of with PFMA, Treasury Regulations and other relevant legislations. I oversaw the promotion of consumer protection in the ICT sector through Public Education and Awareness Campaigns, resolved consumer complaints, ensured consumer research, ensured the monitoring of Quality of Service (QoS) as provided by ICASA licensees as well as provided guidance in the development of consumer protection regulations.

I have experience in serving as a Councillor in Digital Dzonga Council. Digital Dzonga Council was mandated to spearhead digital migration and to advise the Minister of Communications on Digital Migration Strategy in South Africa. In Digital Dzonga Council, we developed Broadcast Infrastructure Strategy, Help and Support Strategy, Monitoring and Research Strategy, Technology Standards and Communications Policy. We also developed the Code of Conduct for Digital Dzonga Council.

In the African continent, I have participated in the Communications Regulatory Authorities of Southern Africa (CRASA) in the development of CRASA's Consumer Protection Policy. Furthermore, I have participated in the Annual Conference of the African Telecom Regulators on Consumer Affairs in Lagos,

July 31, 2019
Page 3

Nigeria in October 2013. It is at that Conference where I proposed that all regulatory frameworks in the African continent need to be harmonised for effective and efficient delivery of services to consumers.

In the international platform, I have participated in the Workshops, Summits and Conferences that were organised by the International Telecommunications Union (ITU), the Federal Communications Commission (FCC), G3ict Global Initiative for Inclusive ICTs, as well as the United Nations Department of Economic and Social Affairs. The highlight of my participation in the international platform was when I represented ICASA at the World Conference on International Telecommunications 2012 (WCIT-2012) in Dubai, where I successfully lobbied and convinced the ICT world leaders to include Accessibility, Inclusivity, e-Waste and Energy Efficiency in the International Telecommunications Regulations (ITRs). Please refer to: <http://www.youtube.com/watch?v=uf63MRCRF-o>

I received training and acquired knowledge in Leadership, Consumer Protection, ICT Policy and Regulation, Digital Multimedia Management and Regulation, Television News Reporting, Advanced Emotional Intelligence and Leadership Skills, Conflict Management and Dispute Resolutions, Learning to Lead Community Programme, Learning to Lead Corporate Programme, Work Team Facilitation, Negotiations, Strategic Planning, Strategic Management, Financial Management, Marketing Management, Information Management, Talent Management, Knowledge Management, Change Management, Operations Management, Project Management and Monitoring and Evaluation of Projects.

In terms of qualifications, I hold BA Communications (UNISA); BA (Hons) Communications (UJ); MA Communications (UJ); Executive Development Programme (GIBS); Post Graduate Certificate in Management (BCUC, United Kingdom); Postgraduate Diploma in Management Studies (BCUC, United Kingdom) and MBA (BCUC, United Kingdom). Currently, I am a PhD candidate with the University of Witwatersrand and my study focuses on Digital Transformation for Social Development.

I submit that if I am successful, I will use my management and leadership experience to add value in the GCIS by providing strategic leadership, efficient and effective management in the fulfilment of all the Key Performance Areas for the post of the Director – General. I am readily available to assume duty at any time.

Yours sincerely

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With this experience, coupled with being a highly experienced Eskom EXCO member for over 15 years, I am well equipped to serve on any board and its sub-committees. As an EXCO member, I have an appreciation of how big organisations are managed as my experience includes chairing of sub-committees of EXCO and interacting with the Board. Some such committees include Capital Investment Committee; Procurement Committee; Pricing Committee; Divisional EXCO; Customer Council; Growth and Innovation Committee; etc. My resume summarises the different roles I have held in the past.

Being a non-executive director at CEF, I would bring diversity and a wealth of experience on business strategy, integrated risk management, strategy implementation and performance oversight. I would certainly bring great value in Integrated Risk Management and building organizational resilience which is an important oversight role of any board.

Relevant Competencies

- Overall strategic oversight and appreciation of integrated risk management
- Strong in leadership, ethical behaviour and value analysis
- Analyst, collaborator and advisor
- Risks analysis, safety leadership and stakeholder management
- Appreciation of Companies Act and King Code of Good Governance (King IV)

Declarations

I can also confirm that I do not have a criminal record and I have never been declared a delinquent director. I have no shareholding in companies that may pose a conflict of interest at CEF. I confirm that I am qualified to serve on this board.

I would sincerely appreciate an opportunity to serve on this board.

Your sincerely

A large black rectangular redaction box covering the signature area.

CURRICULUM VITAE

OF



PERSONAL DETAILS

NAME: [REDACTED]

SURNAME: [REDACTED]

DATE OF BIRTH: [REDACTED]

AGE: [REDACTED]

NATIONALITY: [REDACTED]

IDENTITY NUMBER: [REDACTED]

SEX: [REDACTED]

MARITAL STATUS: [REDACTED]

HOME LANGUAGE: [REDACTED]

OTHER LANGUAGES: English, Afrikaans, Zulu, Xhosa, Tswana, North-Sotho and Tsonga

HOME ADDRESS: [REDACTED]

POSTAL ADDRESS: [REDACTED]

TELEPHONE NUMBERS: [REDACTED]

CRIMINAL OFFENCES: None

HEALTH: [REDACTED]

INTERESTS: Reading (non-fiction), Road Running, Travelling
Art, watching Soccer and outdoors

EDUCATION QUALIFICATIONS

LAST SCHOOL ATTENDED

[REDACTED]

HIGHEST STANDARD
PASSED

[REDACTED]

TERTIARY EDUCATION

INSTITUTION 1985 - 1988	:	University of Natal (Durban) B.Proc
INSTITUTION 1989 - 1990	:	University of Cape Town Postgraduate Diploma in Tax Law
INSTITUTION 1992 - 1993	:	University of Cape Town Masters in Law (LLM) (Commercial Law)
INSTITUTIONS 1995 - 1997	:	Institute of Advanced Studies and Rand Afrikaans University Advanced Diploma in International Taxation and Offshore Financial Centre
INSTITUTION 2003	:	Insead (France) Advanced Management Programme (AMP)
INSTITUTION 1996 - incomplete	:	University of Pretoria Doctorate in Law (LLD) (Corporate Law)
INSTITUTION 2006	:	University of Pretoria Diploma in Insolvency Law and Practice
INSTITUTION 2006	:	University of Witwatersrand Certificate in Competition Law
INSTITUTION 2006	:	University of Pretoria Certificate in Advanced Trust Law
INSTITUTION 2008	:	University of Witwatersrand

Certificate in Banking Law and Financial Markets

INSTITUTION
2008

University of Pretoria
Certificate In Insolvency Litigation and
Administration

INSTITUTION
2008

University of Witwatersrand
Certificate in Mediation and Negotiation

INSTITUTION
2012-
1

University of Pretoria
Masters in Law (LLM) Insolvency Law (Completed Course
work)

INSTITUTION
2012-2012

University of South Africa
Advance Course in Business Rescue Practice

INSTITUTION
2013 -2013

University of Witwatersrand
Advance Diploma in Mining and Exploration Law

COURSES ATTENDED

Course in company direction conducted by Graduate Institute of Management and Technology (GIMT). Course dealt with corporate governance, responsibilities of directors, strategy and finance.

Compliance courses held by the Compliance Institute.

Finance for non-financial Managers (UCT).

EMPLOYMENT HISTORY

DATE: January 2010- Present
POSITION HELD: Director- Thanyani Business Recoveries (Pty) Ltd
DUTIES: Insolvency Practice which involves acting as Liquidator, Trustee
And Judicial Manager of Insolvent Estates.
Business and Corporate Rescue Practitioner.

DATE: February 2010- present
POSITION HELD: Chairman- Tony Tshivhase Incorporated

DUTIES: Involved in Commercial and Corporate practice, tax law,

aviation, merger and acquisition law, completion law, insolvency litigation and commercial litigation.

Date: April 2018 - May 2019
POSITION HELD: Ministerial Special Advisor
DUTIES: Special advisor to Minister of Human Settlement advising her on all the Legal matters.

DATE: August 2005 – January 2011
POSITION HELD: Senior Director – Hofmeyr Herbststein & Gihwala Inc/Cliffe Dekker Hofmeyr
DUTIES: Involved in commercial and corporate law practice, tax law, aviation law, competition law, insolvency law practices

DATE: November 2001 – June 2005
POSITION HELD: General Counsel and Executive Vice President: Legal at the Industrial Development Corporation of South Africa Limited (IDC)
DUTIES: Advising Board of Directors and Executive Management on all legal matters, overseeing solving of legal problems internationally and externally structuring complex financial transactions, drafting agreements and responsible for workout and restructuring.

DATE: 2004 – June 2005
POSITION HELD: Compliance Officer
DUTIES: Developing compliance culture within IDC and implementation of compliance policies

DATE: November 1999 - 2001
POSITION HELD: Head of Legal Services Department at IDC
DUTIES: Overseeing and solving of all legal problems in IDC, drafting of financial transaction agreements and advising on all legal matters.

DATE: May 1998 – October 1999
POSITION HELD: Partner - Pule, Selebogo & Partner (Johannesburg)
DUTIES: Head of Commercial Law, Commercial Litigation, Tax, Banking and Finance, Insolvency Departments

DATE: February 1997 – April 1998
POSITION HELD: Senior Tax Specialist - Eskom
DUTIES: Prepare Eskom to be tax paying entity, advice Eskom and its subsidiaries on Income Tax, International Taxation, Value-added Tax (VAT) issues and other taxes; Responsible for Eskom's and its subsidiaries' Income Tax and VAT compliance

DATE: March 1996- January 1997

POSITION HELD: Practising as Tax and Legal consultant under the name Tony Tshivhase Tax and Legal Consultants in Pretoria

DUTIES: Carry VAT audits in association with Coopers & Lybrand for Local Governments; Drafting commercial agreements; Registration of Companies and Close Corporations; Advice clients in Income Tax and VAT issues and Income Tax and VAT planning

DATE: February 1994 – February 1996

POSITION HELD: Partner - Moseneke and Partners with offices in Pretoria and Johannesburg

DUTIES: Partner in charge of Commercial and Tax Department; Drafting general commercial agreements; Advice clients in Commercial Law Issues; Commercial Litigation; Drafting take-over, management buy-outs, mergers and Shareholder's agreements; Advice clients on Income Tax, International Tax; Drafting Wills; Establishing Trusts; Estate Planning; Registration of Companies and Close Corporations; Income Tax, International Tax and VAT planning for clients and Liquor Licence applications

DATE: May 1993 – January 1994

POSITION HELD: Tax Consultant with Coopers & Lybrand in Pretoria

DUTIES: Advise clients on income tax, VAT, International Tax issues, assist clients in income tax planning, VAT and international planning. Head of Tax Compliance and Secretarial Departments.

DATE: February 1992 – January 1993

POSITION HELD: Tax Administrator with Kessel Feinstein in Cape Town

DUTIES: Income Tax and VAT compliance and dealing with queries from the Receiver of Revenue

DATE: January 1989 – January 1992

POSITION HELD: Candidate Attorney and Professional Assistant with Bernadt, Vukic, Potash Abel and Getz in Cape Town

DUTIES: As a candidate Attorney I was attached to the following departments (i.e. to prepare me for Attorney's Board Examination) :

- (i) Litigation;
- (ii) Labour;
- (iii) Commercial;
- (iv) Collections;
- (v) Estates;
- (vi) Human Rights; and
- (vii) Conveyancing

As professional assistant I worked in the Commercial Department drafting general commercial agreements; registration of Companies and Close Corporations; drafting Shareholder's agreements and advising on Income Tax issues.

DATE: August 1980 – December 1982
POSITION HELD: Clerk in the Agriculture Department of the Venda Development Corporation
DUTIES: Completing loan applications, Verification of loan applications and visiting projects to determine progress made.

Attorneys Admission I wrote the Attorneys Admission Board Examination in 1991 and have successfully completed this examination.

BOARD DIRECTORSHIPS

Present directorships:

Thanyani Business Recoveries (Pty) Limited	Director
Tony Tshivhase Incorporated	Director (Chairperson)
Direngo Investments (Pty) Ltd	Director (Chairperson)
Naledi Foundry (Pty) Ltd	Director (Chairperson)
Naledi Ringrollers (Pty) Ltd	Director (Chairperson)
S.A Ladder (Pty Ltd	Director(Chairperson)

MEMBERSHIP OF BODIES

Standing advisory committee on company law - appointed by Minister of Trade and Industry to advise Government on commercial law issues.

Unfair contract terms committee - sub-committee of business practice committee - appointed by Minister of Trade and Industry to adjudicate unfair contract terms

Institute of Directors of Southern Africa

Black Lawyers Association

Association of Insolvency Practitioners of South Africa

Member of the small business regulatory review - member of Taxation and Business Trade Task Teams – internal audit of Department of Finance and National Treasury

The Association of the Advancement of Black Insolvency Practitioners (Secretary of Gauteng Province)

Member of Take- Over Regulation Panel (TRP) – appointed by Minister of Trade and Industry

PERSONAL DETAILS

Full Names [REDACTED]
Known As [REDACTED]
Nationality South African
Languages [REDACTED]
Marital Status [REDACTED]
Dependents [REDACTED]

EDUCATION

UNIVERSITY OF KWA ZULU NATAL

1987 B. Proc
1989 LLB

PROFESSIONAL REGISTRATION

1991 Admitted as an Attorney of the High Court of South Africa.
2018 Registered again as an Attorney, after many years of no active legal practice, with the Law Society of the Northern Provinces

OTHER COURSES

Attended the following courses:

- International Legal Instruments
- International Humanitarian Principles and Practice
- Domestic Violence
- Corporate Governance Principles

SKILLS ACQUIRED

- Legal theory and practice of law
- Strategy Planning
- Management
- Business management
- Communication
- Writing (book)
- Family counselling
- Leadership
- Ability to work and deliver under pressure
- Diamond trading
- Corporate Governance (theoretically and implementation)

EMPLOYMENT SYNOPSIS

2018 – date	Re-registered as an Attorney of the High Court and employed as an Associate Attorney at Friedrich Incorporated
2012 – 2017	State Diamond Trader Chief Executive Officer
2008 – 2011	State Diamond Trader Acting Chief Executive Officer
2001 – 2011 (2008)	Department of Mineral Resources (Minerals and Energy) Deputy Director – General (in the end)
1998 – 2001	Commission on Gender Equality Provincial Manager, KwaZulu-Natal
1997 - 1998	Domestic Violence assistance Programme Director/Manager
1993 - 1997	Centre for Criminal Justice, University of Natal Researcher and Director
1991 - 1993	Attorney's Practice, Vryheid, KwaZulu-Natal

Attorney

1990 - 1991

Christopher Walton and Tatham, Ladysmith
Candidate Attorney

CAREER HISTORY

Attorneys' Practice

- General legal practice
- Drafting of documents
- Liasing with other attorneys and advocates

Criminal Justice System Research

- Research into the criminal justice system, in particular policing
- Research and implementation of women's rights programme
- Managing the Centre for Criminal Justice, University of Natal, Pietermaritzburg
- Fund raising for the Centre

Domestic violence programme and Gender Equality work

- Established the programme and its institutional capability
- Set up court based advisory centres in 5 Magistrates' courts in KZN
- Managed the operations of the programme
- Raised funds for the programme
- Training various stakeholders on gender equality matters
- Managing the KZN office of the Commission on Gender Equality

- Co-authored the book : **ABC Guide to Women's Rights (1998)**

Mineral Regulation

- Processing of applications for prospecting and mining rights
- Managed the KZN regional office
- Managed three regional offices – Gauteng, Free State and Northern Cape
- Provision of senior management services at DMR

Mineral Policy Development

- Reviewed legislation, in particular the Mineral and Petroleum Development Act
- Worked on conflicts between the National Environmental Management Act and the Mineral and Petroleum Development Act
- Regulations
- Development of Policies and Procedures at the State Diamond Trader

Diamond Trading

- Managing the operations and finances of the State Diamond Trader (SDT)
- Preparing reports for and reporting to the Board of the SDT
- Implementing corporate governance principles at the SDT
- Managing client and producer relations
- Managing a newly created, challenging institution and growing it further
- Fostering relations between the local diamond industry and government
- Working with various local and international stakeholders on the Kimberley Process Certification Scheme
- Creating platforms for new and Black small and medium businesses to enter the diamond industry, thereby transforming the local industry
- Exposing new entrants and Black businesses at international platforms through National Pavilions such as at the largest annual gathering of the global industry, the Hong Kong Gem and Jewellery Show

Directorships

- Deputy Chairperson, Board of : Advice Desk for Abused Women, then University of Durban – Westville (1996 – 1999)
- Board Member of the Central Energy Fund (2007 – 2009)
- Board Member of the State Diamond Trader (2007 – 2008)
- Board Member of the South African Diamonds and Precious Metals Regulator (2007 – 2017)
- Chairman of Licencing Committee at SADPMR (2013 – 2016)
- Board Member of the SEDA Limpopo Jewellery Incubator (2010, to date)
- Chairman of SEDA Limpopo Jewellery Incubator (2014, to date)
- Board Member of the Airports Company South Africa (2018 to date)
- Committee Member of various Board Committees at Airports Company South Africa (2018 to date)
- Chairperson of the Board of JIA Piazza Park, a wholly owned subsidiary of the Airports Company South Africa (2018 to date)

Other Professional Engagements

Guest Lecturer at the Wits Law School, Wits University: 2018 and 2019

REFERENCES

[REDACTED]
Former Chairperson
[REDACTED]
[REDACTED]

[REDACTED]
Former Chairperson
State Diamond Trader
[REDACTED]

[REDACTED]
Former DDG and Direct Manager at Mineral Resources
Wits Business School Lecturer
Special Advisor to the Minister of Mines of Angola
[REDACTED]

Curriculum Vitae



Candidate information	
Director General	Director General
Full Names	[Redacted]
Known as	[Redacted]
Surname	[Redacted]
Gender	[Redacted]
Nationality	South African
Race	African
Identity number	[Redacted]
Languages	English Venda IsiZulu Tsonga Sotho

SKILLS COMPETENCY

Skills
<ul style="list-style-type: none"> • Strategic planning • Driving delivery on strategic objectives • Negotiation skills • Performance management • Risk Management • Fraud management • Project management • Annual report writing • Monthly, quarterly and annual financial reporting • Compilation of AFS In terms of IFRS, IAS, GRAP, Modified Cash Standards • Forecasting including rolling forecasting • Taxation both Individual and company's tax • Budgets & Variance Analysis • Policy development • Excellent communication skills • Analytical thinking • Budgeting • Financial Advisory • Financial Management (Debtors, Creditors, Management accounting, Fixed assets, Supply Chain Management & Administration) • Problem solving skills and change management • Strategic Leadership • Compliance with laws and regulations including PFMA, Treasury Regulations and Public Service Regulatory Framework

Summary of Work History

Employer	Position	Period
Department of Agriculture Land Reform & Rural development	Acting Deputy Director General: Corporate Support Services	01 April 2020 to Current
Department of Rural development & Land Reform	Acting Director General	01 May 2018 to 13 September 2019
Department of Public Works	Chief Financial Officer	04 December 2018 to 30 April 2019
Department of Rural development & Land Reform	Chief Financial Officer	01 February 2015 to 30 November 2017 14 September 2019 to 31 March 2020
Driving License Card Account	Chief Financial Officer & Acting Head of entity	October 2012 to January 2015
NRCS	Financial Manager	Aug 2010 – September 2012
Exxaro	Senior Financial Accountant	Nov 2007 to July 2010
MIBFA	Head of Accounting department	March 2006 – Oct 2007
MEEC	Financial Accountant	June 2003 – Feb 2006
Auditor General	Training – TIPP	Oct 1999 – May 2003
Grinaker	Accounts Clerk	Nov 1997 – Sept 1999

Education Details

Level	Qualification	Institution	Period
High School	Matric (Grade12)	Khwevha High School	1993
Tertiary	Bcom Accounting	University Of Venda	1996
	Accountancy diploma	University Of Natal	2003
	Bcompt Honours	UNISA	2011
	Postgrad Diploma in Applied Accounting	UNISA	2012
	APT Certificate	APT	2013
	Chartered Accountant	SAICA	2014

Computer Literacy

PROFICIENT IN THE FOLLOWING:

- MS Word
- MS Excel
- MS PowerPoint
- MS Outlook
- Teammate
- BAS
- Persal
- Accpac
- Hyperlon
- Pastel
- Oracle
- SAP
- Barn owl
- Logis

Detailed Employment History:

Company:	Department of Agriculture, Land Reform & Rural development
Period:	May 2018 – 13 September 2019 14 September 2019 to Current
Position:	Acting Director General Chief Financial Officer of the department and its three entities and head of ALHA trading Account Deputy Director General – Corporate Support Services
Responsibilities:	<ul style="list-style-type: none"> • Discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategic plans and annual performance plan and monitor performance against these targets • Provide strategic leadership, management and support services to the department. The Administration programme comprises of the sub-programmes: Ministry, Management, Internal Audit, Corporate Services, Financial Services, Provincial Coordination, Office Accommodation • Initiate, facilitate, coordinate and act as a catalyst for the implementation of a comprehensive rural development programme leading to sustainable and vibrant rural communities • Settle and finalise land restitution claims under the Restitution of Land Rights Act (Act 22 of 1994). • Initiate sustainable land reform programmes in South Africa. • Ensure 100% compliance with government regulations and legal prescripts: • Obtain an unqualified regularly audit opinion on financial and non-financial Performance • Facilitate integrated spatial planning and land use management in all provinces through the application of relevant legislation • Ensure integrated and comprehensive land administration system • Facilitation of infrastructure development to support rural economic transformation • Provide support to rural enterprises and industries in areas with economic development potential and opportunities • Increase job opportunities and ensure skills development through CRDP and land reform initiatives • Facilitate the restoration of land rights or alternative forms of equitable redress • Promote equitable land redistribution and agricultural development by acquiring strategically located land • Provide comprehensive farm development support to smallholder farmers and land reform beneficiaries for agrarian transformation. • Functional systems and institutional arrangements for tenure and land administration to enable agrarian reform in all provinces • Provide geospatial information, cadastral surveys, deeds registration and spatial planning, as well as technical services in support of sustainable land development. The programme consists of the following sub-programmes: <ul style="list-style-type: none"> • National Geomatics Management Service • Spatial Planning and Land Use Management • Registration of Deeds Trading Account • South African Council for Planners • Legislation

- Legal Services
 - Human Resource and Development
 - Monitoring & Evaluation
 - Facilities Management and Security Services
 - Strategic Communications
 - E-Cadastre
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Public Works
Period:	04 December 2017 to April 2018
Position:	Chief Financial Officer of the department and Property Management Trading Entity

Responsibilities

- Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act.
- Develop strategies and annual performance plan and monitor performance against these targets
- Provide support to the Head of the Department and line managers with regards to public finance matters.
- Chair the National Bid Evaluation Committee
- Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury
- Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion.
- Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit.
- Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department
- Put in place systems & procedures to ensure efficient management of the expenditure control function
- Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration.
- Coordinate and ensure effective and efficient management of audit intervention strategies.
- Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches
- Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements
- Quarterly report on Procurement plan to National Treasury

- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act (Act 5 of 2000) and its regulations.
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Rural development and Land Reform
Period:	February 2015 – 30 November 2017
Position:	Chief Financial Officer of the department and its three entities and head of ALHA trading Account
Responsibilities:	<ul style="list-style-type: none"> • Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategies and annual performance plan and monitor performance against these targets • Provide support to the Head of the Department and line managers with regards to public finance matters. • Chair the National Bid Evaluation Committee • Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury • Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion. • Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit. • Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department • Put in place systems & procedures to ensure efficient management of the expenditure control function • Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration. • Coordinate and ensure effective and efficient management of audit intervention strategies. • Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches • Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements • Quarterly report on Procurement plan to National Treasury • Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act

(Act 5 of 2000) and its regulations.

- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Manage R10.1 billion budget and provide support to 9 complex Programmes of the department. Manage finance staff in our offices in 9 provinces (total staff complement in finance 601 and have 3 Trading Entities that I exercise oversight over while heading one of these entities.

Now managing the Agri-parks project that is being implemented by the three spheres of the Government with our department funding the project to the tune of R2 billion per annum for the next 10 years.

Developed and implemented the centralization of procurement for the whole country and develop procurement strategies to enhance service delivery

Obtained a clean audit for the entity that I head and an unqualified audit for the department and the Trading entity

Company:	Driving License Card Account
Period:	October 2012 – November 2014
Position:	Chief Executive Officer/Chief Financial Officer

Responsibilities:

Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting – actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting - in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure

- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.

Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arose out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grow to over R140 million within the 18 months that I was at the helm.

Company:	National Regulator for Compulsory Specification
Period:	August 2010 – September 2012
Position:	Finance Manager

Responsibilities:

Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter - this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

Operational finance

- Monthly financial reporting – actuals and forecasts including variance analysis
- Management reporting
- Financial reporting - in terms of modified cash
- Financial statement analysis & interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium term expenditure framework and estimates for national expenditure

- Annual levy increase negotiations with industry

Company:	Driving License Card Account
Period:	October 2012 – November 2014
Position:	Chief Executive Officer/Chief Financial Officer
Responsibilities:	
Strategic finance	
<ul style="list-style-type: none"> • Develop strategies and monitor performance for the entity • Develop and execute of the transfer management plan for card production facility • Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipallties, Audit committee, National Treasury, service providers • Drive the implementation of the transfer management plan • Project management for the introduction of the new driving license card • Implement and monitor good corporate governance for the entity 	
Operational finance	
<ul style="list-style-type: none"> • Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval • Presentation of financial reports to EXCO and Audit Committee • Monthly financial reporting – actuals and forecasts and cash flow management • Annual & Interim Financial Reporting - in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation • Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments • Drafting financial policies and procedures, Implement & monitor internal controls • Manage medium and Long-term financial planning of the entity • Preparation & Planning of annual regularity audit • Negotiation of contracts with major customers • Monitor compliance with policies, corporate governance and government legislations • Preparation of medium-term expenditure framework and estimates for national expenditure • Determine staff needs, appoint, train and manage staff and monitor staff performance • Risk and fraud management reporting • Monitoring the performance on production and delivery of driver's license card, • Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres 	
<p>DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.</p> <p>Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arouse out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process</p>	

that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grew to over R140 million within the 18 months that I was at the helm.

Company: National Regulator for Compulsory Specification

Period: August 2010 – September 2012

Position: Finance Manager

Responsibilities:

Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter - this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

Operational finance

- Monthly financial reporting – actuals and forecasts including variance analysis
- Management reporting
- Financial reporting - In terms of modified cash
- Financial statement analysis & Interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for Interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Annual levy increases negotiations with industry

Company: Exxaro Limited

Period: November 2007 – July 2010

Position:	Group Financial Accountant
Responsibilities:	<ul style="list-style-type: none"> • Month-end closure • Monthly financial reporting – actuals and forecasts • Management reporting • Rolling forecasts • Preparation and monitoring of budgets • Preparation of Interim and year-end financial statements • Preparation of tax packs • Analysis of expenditure for tax purposes • Accounting services to support corporate services departments • Value adding cost control services • Supervise staff • Implement & monitor Internal controls • Assist in ad-hoc assignments • Liaise with internal and external auditors • Liaise with external customers

Company:	Metal Industries Benefit Fund Administrators
Period:	March 2006 – October 2007
Position:	Head of Accounting department
Responsibilities:	<ul style="list-style-type: none"> • Month-end closure • Review general ledger reconciliations • Review vat returns and compile tax returns • Maintains fixed assets register • Prepare and monitor budget • Supervise 7 accounts clerks • Manage debtors and creditors accounts • Implement & monitor internal controls • Assist in ad-hoc assignments • Prepare financial statements in accordance with international financial reporting standards • Liaise with internal and external auditors

Company:	Mpumalanga Economic Empowerment Corporation
Period:	June 2003 – February 2006
Position:	Financial Accountant
Responsibilities:	<ul style="list-style-type: none"> • General ledger to trial balance • Month-end closure of all modules • General ledger reconciliation • Prepare vat returns • Maintain fixed assets register

- Prepare and monitor budget
- Supervise 5 accounts clerks
- Implement & monitor Internal controls
- Prepare financial statements
- Liaise with internal and external auditors & external customers

Company:	Auditor General
Period:	October 1999 – May 2003
Position:	Training – TIPP
Responsibilities:	
<ul style="list-style-type: none"> • Planning the audit • Evaluating systems in general • Evaluating audit risk • Perform test of controls & substantive test • Evaluate the results of audit tests • Reporting • Analysing financial statements • Evaluating impact of computer on controls • Review of employees tax computation • Review of vat returns 	

Company:	Grinaker Precast
Period:	November 1997 – September 1999
Position:	Accounts Clerk
Responsibilities:	
<ul style="list-style-type: none"> • Process creditors invoices • Reconciling creditors accounts • Prepare raw materials usage reports • Process & reconcile production reports • Perform monthly stock take • Petty Cash 	

References	
Mashile Mokono Position Tel	Department of Women, Youth and People with Disabilities Advisor to Minister Maite Nkoana-Mashabane 079 084 1374
Sam Vukela Position Tel	Department of Public Works and Infrastructure Director General 064 860 3389
Phuti Mabelebele Position Tel	Department of Agriculture, Land Reform & Rural Development Communications 076 402 7521



REQUEST FOR NOMINATIONS APPOINTMENT OF FIVE MEMBERS TO THE COUNCIL OF THE INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA (ICASA)

Institutions and/or Individuals are hereby invited to nominate persons to fill five vacancies in the ICASA Council, as established in terms of the Independent Communications Authority of South Africa Act, No. 13 of 2000 (as amended by Broadcasting Amendment Act, No 64 of 2002 and Independent Communications Authority of South Africa Amendment Act, No 2 of 2014). Of the five vacancies, one will be filled immediately and the other four will be filled in April 2020 upon the expiry of term of four Councilors.

ICASA makes regulations and policies to govern broadcasting and telecommunications in the public interest, ensuring fairness and a diversity of views, and monitors the environment and enforces compliance with rules, regulations and policies, hears and decides on disputes and complaints by the industry, plans and manages the frequency spectrum and protects consumers from unfair business practices, poor quality services and harmful or inferior products.

Persons appointed to the Council must be committed to fairness, freedom of expression, openness and accountability and must be representative of a broad cross-section of the population of the Republic and possess suitable qualifications, expertise and experience in the fields of, amongst others, broadcasting, electronic communications and postal policy or operations, public policy development, electronic engineering, law, information technology, content in any form, consumer protection, education, economics, finance or any other related expertise or qualifications, and must be a South African citizen permanently residing in the Republic.

Written nominations must contain the full name and address of the institution and/or individual making the nomination, the nominee's signed acceptance of the nomination and his/her Curriculum Vitae, providing at least the following information: • Full name, ID number and gender • Contact address, telephone and fax numbers and e-mail address • Previous experience (quoting dates and organisations concerned) • Certified copies of academic qualifications and identity document.

Nominations and enquiries must be addressed to the Portfolio Committee on Communications (Attention: Mr Theminkos Ngoma, Committee Secretary), 3rd Floor, 90 Plain Street, Cape Town 8001 or emailed to tnsama@parliament.gov.za or faxed to 086 522 5740. Telephonic enquiries can be made to 021 403 3733 or 083 709 8407.

Closing date for nominations: Friday, 27 September 2019 at 16:00. Please note that nominees will be subjected to a qualifications check and security clearance. Late submissions will not be considered.

Issued by Mr. BM Maneli, MP: Chairperson, PC on Communications.

Parliament. Making Democracy Work.




#	Name	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
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#	Name	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
2.	Dr. Elroy [REDACTED]	Coloured	[REDACTED]	[REDACTED]	PhD: Chemical Engineering; University of Stellenbosch: 2002 MSc: Mechanical Engineering; University of Stellenbosch: 1996 - 1997 Stellenbosch: 1994 - 1995 MBA: University of Stellenbosch: 1991 - 1993 Bachelor of Chemical Engineering; University of Stellenbosch: 1993	Aug 2017 to date Mar 2014 - Jul 2017 Jun 2008 - Feb 2014 Apr 2007 - May 2008 2002 - 2006 1998 - 2001 1996 - 1997 1994 - 1995 1991 - 1993	Pioneer Foods Pioneer Foods Pioneer Foods Kwv Kwv Kwv Kwv Kwv Kwv	Group Executive, Supply Chain Managing Executive GM, Strategic Services Group Executive, Supply Chain Manager, Operations Manager, Spkris Process Engineer, Product Dev Engineer in Training Engineering Studies Internship	Ranking of CV: A [REDACTED]
	Candidate CV								
	[REDACTED]								



#	Name	Race	IGC	Age	Qualifications	Employment Dates	Company	Position	Comments
3.	Mzimkulu [REDACTED]	African [REDACTED]		[REDACTED]	Executive MBA: University of Cape Town: 2010 FQIS: Chartered Secretaries SA; 2000	Sep 2019 to date Jul 2015 - Aug 2019 Oct 2014 - Jun 2015 Sep 2012 - Sep 2014 Sep 2003 - Aug 2012 Apr 2002 - Sep 2003	NMT Capital UMA Media Kogbe Media Uroon Brew SDFM Publishers SDFM Publishers Business Day	Consultant Director/Owner Group Exec Regulatory Affairs Chief Executive Officer Managing Director Group Projects Manager Managing Editor	Ranking of CV: A [REDACTED]
	[REDACTED]				Diploma: Art of Writing & Journalism: Union College: 1985	Jun 1999 - Mar 2002 Sep 1998 - May 1999 Mar 1998 - Aug 1998 Jan 1997 - Feb 1998 Mar 1997 - Dec 1997 Nov 1995 - Feb 1997	Financial Mail Financial Mail Sabbatical leave Tsoaga Sun Casinos Sowetan	Deputy Managing Editor Current Affairs Editor Sabbatical leave Public Affairs Manager Business Reporter	[REDACTED]
	[REDACTED]					Nov 1992 - Nov 1995 Sep 1990 - Oct 1992 Feb 1988 - Aug 1990 Jul 1988 - Jan 1988	Sowetan Dum Magazine Weekly Mail East Drietfontein Mine	Business Reporter Features Writer Writer Work Study Observer	[REDACTED]
	Candidate CV								
	[REDACTED]								

#	Name	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
5.	Grafton [REDACTED]	African	R4m	51	M.B.A. UNISA; 2011 Master's Engineering Management University of Pretoria: 2004 BTech: Mechanical Engineering: TUT; 1998 Bachelor: Commerce: UNISA 1996 National Higher Diploma: Mechanical Engineering: Voal University of Technology: 1992 National Diploma Mechanical Engineering Technikon Mongqosuthu: 1988	Sep 2015 to date Apr 2016 - Nov 2018 Sep 2015 - Mar 2016 Oct 2012 - Sep 2015 Jan 2009 - Aug 2012 Jan 2006 - Jan 2009 Jun 2005 - Dec 2005 Feb 2004 - May 2005 Jun 2001 - Jan 2004 Apr 1999 - Jun 2000 Dec 1998 - Apr 1999 Dec 1997 - Apr 1999 Jul 1997 - Nov 1997 Dec 1994 - Jun 1997 Aug 1994 - Nov 1994 Jun 1990 - Aug 1994 Jan 1989 - May 1990	Self Employed Denel SOC Self Employed Taka Africa Holdings Limited General Electric (GE) SA Denel Denel Denel Denel Denel Denel Denel Eskom Eskom Eskom Escom Sasol Sasol	Self Employed Group Chief Operating Officer Self Employed Managing Director Region CEO: Southern Africa General Manager and Director Director SA Programmes Dir Customer Logistic Support Customer Logistic Support Mgr Programme Manager Control, Electrical & Support Mgr. Refurbishment Projects Mgr. Operating Support Serv Production Manager Senior Technician Operating Senior Technician Technician in Tooling	Ranking of CV: A Master's Degree 10 years Executive Exp Total Revenue Total Assets Staff Compliance Adverse Press Report SA National: Yes ID Number: [REDACTED] Notice Period: 1 month
Candidate CV									
Warrior Talent_SAP O_Group_Chief_Execu									


#	Name	Race	T/C/T	Age	Qualifications	Employment Dates	Company	Position	Comments
7.	Thabo [REDACTED]	African	R2,3m	49	MBA: University of Natal: 2003 Bachelor: Pharmacy: University of Capetown: 1992 Postgraduate Diploma: Business Management University of Natal 2001	Jul 2018 to date May 2015 - Jun 2018 Oct 2012 - Apr 2015 Apr 2008 - Sep 2012 Aug 2003 - Mar 2008 May 2000 - Jul 2003 1997 - 2000 1995 - 1997 1994 - 1995 1993 - 1993	Letsemeng Property Dev Vodacom Coca Cola Shanduka Bev SAB Miller Calhex Oil SA Natal Bioproducts Institute Aspen Aspen Hospital Pharmacy Hospital Pharmacy	Chief Executive Officer Managing Exec: Central Region Commercial Director Sales & Distribution Area Mgr Business Service Manager Manufacturing Manager Production Manager Production Pharmacist Pharmacist Trainee Pharmacist	Ranking of CV: A Master's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R 1 billion Total Assets: R500 million Staff Compliment: 200 Adverse Press Reports: No SA Nationality: [REDACTED] Notice Period: 30 days
Candidate CV									
									
Warrior_Talent_SAP O_Group_Chief_Exec									



South Africa



#	Name	Race	TCTC	Age	Qualifications	Employment Dates	Company	Position	Comments
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#	Name	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
8	Dion [REDACTED]	Indian	R3m	53	MBA; Henley Business School 2006	Jun 2018 to date Oct 2010 - May 2018 Jul 2013 - Sep 2014	EOH Digital Industries Dink Holdings (Pty) Ltd Unkd	CEO Chief Executive Officer Chief Executive Officer	Ranking of CV: A Master's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R11 billion Total Assets: R9 billion Staff Compliment: 3000 Adverse Press Reports: No SA National: Yes ID Number: [REDACTED] Notice Period: 3 months
					Advanced Diploma: Management; Henley UK: 2003	Mar 2006 - Oct 2010 May 2005 - Mar 2006 2001 - 2005 1996 - 2001 1992 - 1994 Jan 1988 - May 1992	Sabbatical Leave Siemens Limited SA Siemens Limited SA Siemens Limited SA Siemens Limited SA JSE	Sabbatical Leave Head: Strategy & Global Proj CEO: Siemens Energy Dep Div Managing Director Div Div Business Development Commercial Director Africa Future Market Head	
Candidate CV									
 Warrior Talent SAPD Group Chief Executive									

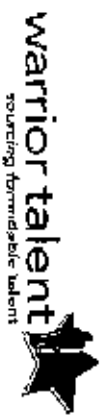
#	Name	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
9	[Redacted]	White	846m	50	MBA: University of Cape Town: 1999 MBCHE: University of Cape Town: 1993	2018 to date 2014 - 2017 2006 - 2014 2003 - 2004 2001 - 2003 2000 - 2001 1997 - 1999 1996 - 1997 1993 - 1996	SANES The Abroad Group Adcock Ingram Healthcare Adcock Ingram Healthcare Adcock Ingram Healthcare Adcock Ingram Healthcare AstrZeneca Pharmacy St Mary's Hospital Baskdon Hospital Red Cross Children's Hospital	Chief Executive Officer Managing Director: Healthcare Chief Executive Officer Group Chief Executive Officer Managing Director Group Business Development Medical Advisor/ Affairs Director Anesthetic Residency Accident & Emergency Registrar Pediatric Medical Officer	Ranking of CV: A Master's Degree: Yes 10 Years Executive Exp: Yes Total Revenue: R56 billion Total Assets: R30 billion Self Compliment: 22 000 Adverse Press Reports: No SA National: Yes ID Number: [Redacted] Notice Period: 3 months
	Candidate CV								




#	Name	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
	Warrior_Talent_S&P _Group_Chief_Executive								




#	Name	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
12	[REDACTED]	African Female	R33m	53	MBA: University of North West: 2004	May 2017 to date 2006 - Sep 2017 2004 - Sep 2013 2004 - 2005 Feb 2002 - 2004 Dec 1999 - Jan 2002 Oct 1998 - Dec 1999 Sep 1996 - Sep 1998 Dec 1992 - Nov 1996	SARS Dept of water and Sanitation Office of the Premier Dept of Communication Dept of Transport Dept of Finance North West Parks & Tourism NW Consumer Council	Chief Officer: Digital Inf Syst & Technology Chief Information Officer Prov CIO & Act Dep Dir General Chief Information Officer Chief Information Officer Acting Provincial Director Deputy Director Networks IT Co-Ordinator / Lecturer Computer Specialist	Ranking of CV: A Master's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R411million Total Assets: R100 billion Staff Complement: 15000 Adverse Press Reports: No S.A. National: Yes [REDACTED] Notice Period: 1 month
	Candidate CV								
	Warrior_Talent_SAPD_Group_Chief_Executive								




#	Name	Race	TOTC	Age	Qualifications	Employment Dates	Company	Position	Comments
13	[REDACTED]	African Male	R32m	48	Executive MBA: Stem Business School: 2018 BSc: Engineering University of Natal: 1997	Apr 2009 to date Aug 2007 - Mar 2009 Sep 2008 - Jul 2007 Jan 2004 - Sep 2004 Oct 2001 - Dec 2003 Jan 1998 - Sep 2001	Transnet Freight Rail Absa Unilever Foskor Group Limited Huber's Super Pty (Ltd)	General Manager Rail Network General Manager Operations Operations Excellence Director Factories Engineering Manager Maintenance/Projects Engineer Plant Engineer	Ranking of CV: A Master's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R7.6 Billion Total Assets: R355 Billion Skill Complement: 15000 Adverse Press Reports: No SA National: Yes Notes: [REDACTED]
	Candidate CV								
	Warrior Talent SAPO _Group_Chief_Executive								

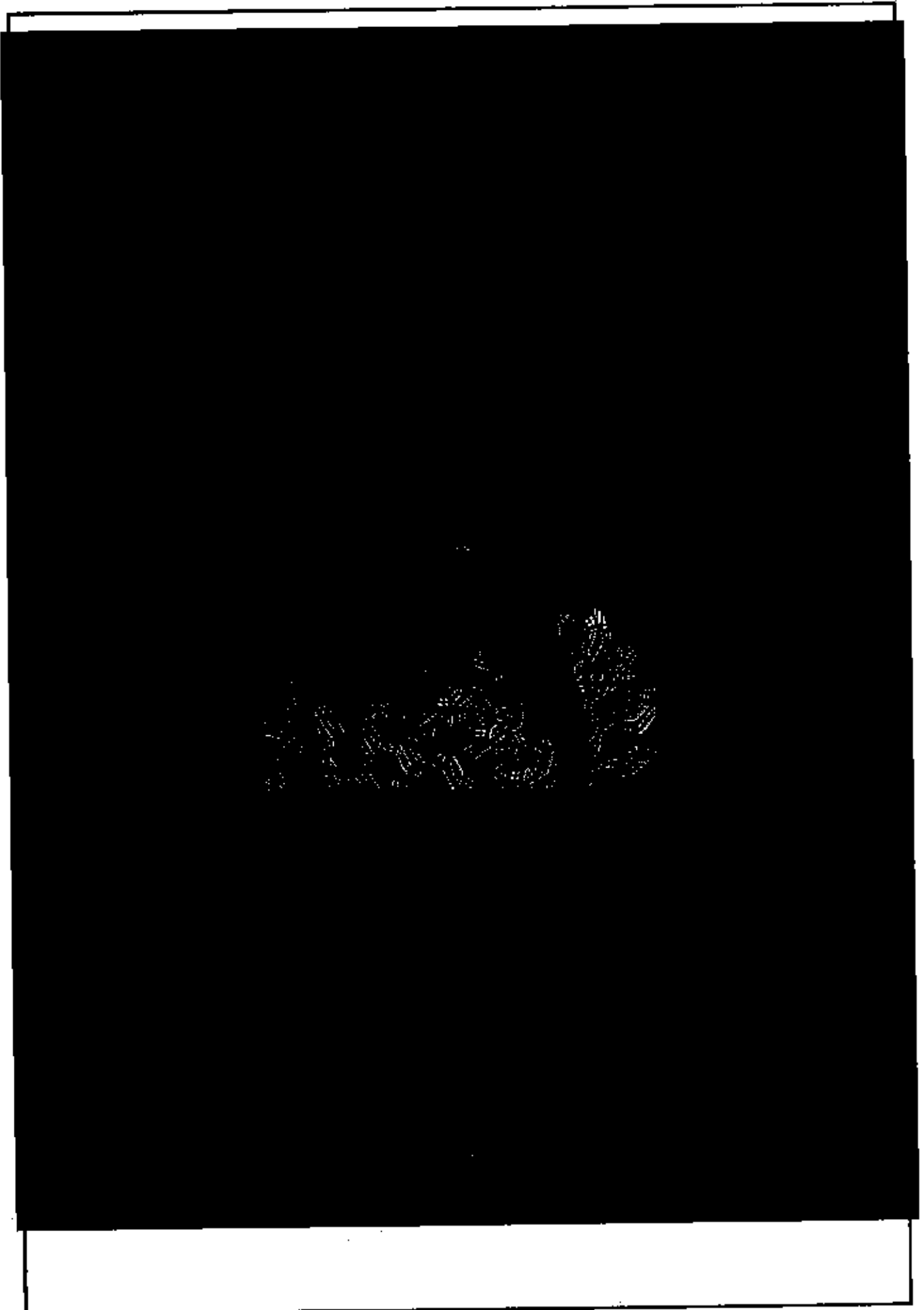
#	Name	Race	T/C/E	Age	Qualifications	Employment Dates	Company	Position	Comments
15	[REDACTED]	African	R27m	47	MBA; GIBS: 2004	Mar 2019 to date May 2018 – Mar 2019 Jul 2015 – May 2018	Transnet Nat Ports Authority Transnet Nat Ports Authority Port Mgmt Association of East and Southern Africa)	Acting Chief Executive Chief Operating Officer General Secretary /CEO & Executive Secretary	Ranking of CV: A Master's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R5.7 billion Total Assets: R9.6 billion Staff Compliment: 4500 Adverse Press Reports: No SA National: Yes Non-Resident: [REDACTED]
						2012 – Jun 2015	Transnet Freight Rail	GM: Nelson Mandela Head Office	
						2008 – 2012	Transnet Freight Rail	Deputy General Manager	
						2007 – 2008	Transnet Freight Rail	Area Production Manager	
						2004 – 2007	Transnet Freight Rail	Business Unit Executive	
						2001 – 2004	Transnet Corporate Office	Organisational Performance & Transformation	
						1996 – 2001	Apron Services	Shift Controller & Training & Development Manager	
						1994 – 1996	BE&A (Pty) Ltd	Training Consultant	
						1991 – 1994	BHP Billiton	General Mining (Gemini)	
Candidate CV									
 Warrior_Talent_SAPD_Group_Chief_Executiv									

#	Name	Race	ICIC	Age	Qualifications	Employment Dates	Company	Position	Comments
1	[Redacted]	African Male	R44m	48	Masters: Commerce Leadership: UKZN: 2018 BComm: Viba University: 1995	2019 to date Sep 2017 - 2019 Sep 2014 - Aug 2017 Jul 2013 - Aug 2014 Sep 2011 - Aug 2014 Jun 2009 - Aug 2011 Nov 2006 - May 2009 Aug 2003 - Oct 2006 Jan 2003 - Jul 2003 Feb 1996 - Dec 2002	Edson Mastmart (Johannesburg) Mastmart Mastmart Mastmart Consumer Goods Council Black Management Forum Microsoft PricewaterhouseCoopers Accenture	Chief Operations Officer Bulkeas Commercial Director Bulkeas Superstores Director Africa Retail Dev Executive Supplier Development Exec Chief Executive Officer Managing Director Sales Executive Senior IT Manager Management Consultant	Ranking of CV: A Master's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R90million Total Assets: R320million Staff Compliment: 35 000 Adverse Press Reports: No SA National: Yes [Redacted]
	Candidate CV								
	 Warrior_Talent_SAPD_Group_Chief_Executive								

#	Name	Race	TCIC	Age	Qualifications	Employment Dates	Company	Position	Comments
21	[REDACTED]	African	Ram	53	Executive MBA; Stellenbosch Graduate Business School; 1999 Bachelors; Commercial; University of Fort Hare; 1990	2018 to date 2015 - 2017 2014 - 2015 2011 - 2014 2009 - 2011 2008 - 2009 2006 - 2008 2002 - 2006 2000 - 2002 1998 - 2000 1994 - 1998 1991 - 1996	Labot Africa Investment Mabasing Investment MINT SA (Secoded) MINT Guinea Conakry MINT Ironsell MINT Ironsell MINT South Africa MINT South Africa Esikom Esikom Esikom Esikom	Business Dev Dir and Acting MD Managing Director Principal Consultant Chief Executive Officer Sales and Distribution Executive GM: Consumer & Corp Sales GM: Carrier Services SM: Business Planning Telecoms Reg Operations Mgr Regional Sales & Marketing Mgr Key Account Manager Electricity Pricing Senior Advisor	Ranking of CV: A Master's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R3 billion Total Assets: R130 million Staff Commitment: 350 Adverse Press Reports: No SA National/Yes [REDACTED]
	Candidate CV								
	Warrior Talent SAPO _Group_Chief_Executiv								

#	Name	Race	ICG	Age	Qualifications	Employment Dates	Company	Position	Comments
22	[REDACTED]	African Male	R2,8m	55	MBA: University of Pretoria: 2004 BSc: Electrical & Electronic Engineering: University of Cape Town: 1989 Postgraduate Diploma: Project Management: Cranefield College 2004	Nov 2017 to date Apr 2017 - Oct 2017 Apr 2013 - Mar 2017 Apr 2010 - Mar 2013 Apr 2007 - Mar 2010 Feb 2001 - Mar 2007 Feb 1999 - Jan 2001 Oct 1994 - Feb 1999 Jul 1992 - Sep 1994 Oct 1989 - Jun 1992	Broadband InfraCo SCCC Ltd Tadaka Network Solutions Transnet Freight Rail Technology Integrated Sol Bhaff Solutions (Pty) Ltd Transstel Telkom SA Limited BMW South Africa BP Southern Africa Eskom	Chief Executive Officer Managing Director Exec Mgr Telecommunications Managing Director Chief Technical Officer Divisional Manager Projects Senior Project Manager Technical Consultant Engineer Assistant Engineer	Ranking of CV: A Master's Degree: Yes 10 Years Executive Exp: Yes Total Revenue: R507trillion Total Assets: R3,5billion Staff Complement: 500 Adverse Press Reports: No SA Nationality: [REDACTED] PROJECT: [REDACTED]
	Candidate CV								
	Warrior_Talent_SAPD_Group_Chief_Executi								

#	Name	Race	ICG	Age	Qualifications	Employment Dates	Company	Position	Comments
27	[REDACTED]	African Ferdie	R2m	54	MBA Rhodes University: 2003 MA: Labour Relations & HR: Port Elizabeth University: 1999	Dec 2017 to date Sep 2012 - Dec 2015 Apr 2007 - Aug 2012 Oct 2005 - Mar 2007	Nelson Mandela Bay Business Chamber SA Forestry Company Uitenhage Dispatch Dev Initiative Wynnternational	Chief Executive Officer Group Chief Executive Officer Chief Executive Officer Associate Consultant	Ranking of CV: A Master's Degree: Yes 10 years Executive Exp: Yes Total Revenue: R1 billion Total Assets: R5 billion Staff Complement: 5000
					BA Honours: Industrial Relations Port Elizabeth University: 1986	Apr 2004 - Aug 2005 Sep 2000 - Mar 2004 Jun 1999 - Aug 2000 1997 - 1999	Eastern Cape Tourism Board CCMA, Mpumalanga CCMA, Eastern Cape Full Time Student	Chief Executive Officer Registrar (Magazetel) Senior CMO (Magazetel)	Adverse Press Reports: No [REDACTED]
					BA: Psychology & Sociology: Port Elizabeth University 1995	1995 - 1996 1993 - 1994 1991 - 1993 1985 - 1990	Godkwy's Master Kitchen CC South African Breweries	Customer Services Consultant Marketing Director Marketing Assistant / PR	
	Candidate CV								
	 Warrior_Talent_SAPO_Group_Chief_Executiv								



BOARD AND AUDIT COMMITTEE MEMBERSHIP

Organisation	Role
Free State Gambling & Tourism Board	Board member
African Women's Movement	Chairman of the board
Free State Tourism	Audit committee member
Flamingo Body Corporate (Pretoria)	Trustee

LEADERSHIP QUALITIES**Board Membership****University of Witwatersrand**

Tutor: Financial Accounting to first and second year students
 Volunteer tutor to Honours students (Wits)

House Committee: Sunnyside Residence (Treasurer)

Volunteer: Counselling and Career Development Unit

Society: Golden Key International Honour Society

University of South Africa

Senior Lecturer: Taxation

Committee: Transformation

Tutor: Voluntary weekend tutor to Taxation Students (Unisa)

Committee member: Talent Acquisition and Management

African Women's Movement

Founder and Chief Executive Officer of organisation with over 1 000 women specialists

Other

Delivering of talks to targeted audiences:
 On issues affecting women professionals - via the AWM
 On issues affecting students - via SAICA, AWCA, ABASA

Professional Publications

Accounting South Africa (ASA); Tax Talk

I am a young black female qualified chartered accountant whose financial experience commenced in 2009 with training for articles at Ernst & Young. I have collective six years' experience post articles as an Audit Manager and as a Senior Lecturer in Taxation at the University of South Africa (UNISA). I am also a member of the Golden Key International Honour Society.

I am the Founder and President of the fastest growing non-profit company for African women professionals, the African Women's Movement (AWM). AWM currently has over 1 000 specialists; including 82 CAs, 32 doctors, 25 engineers, 30 lawyers, 40 entrepreneurs and 2 actuaries and growing by the day. Our mission is to see women participating both at operational and strategic levels in key sectors of the economy and participating in key decision-making platforms. The organisation works with entities such as Sun International, Exclusive Books, Allan Gray, Investec to fulfil it.¹

In 2013, I founded an audit firm, ██████████ Consultants, a firm of Chartered Accountants and Business Consultants of which I am the Chief Executive Officer.

I am an audit and risk committee member for the Free State Tourism Board and a board² member of the Free State Gambling and Tourism Board where I gained exposure in the public sector and acquired experience in public entity management and governance. I have knowledge and understanding of legislation and policies that govern public finance acquired through the work Thendo Consultants does for the government.

I possess a Bachelor of Accounting degree from the University of Witwatersrand (Wits) and passed both the first Qualifying Examination (QE1) and the Professional Practice Examination (PPE) on first attempt.

I am currently in my second year of an MCom degree in Taxation at the University of Pretoria and I was ranked 7th place in the class of 2015 for the course work. My research topic is titled "Influence on black African chartered accountants' decision in pursuing a career in academia" and I am collaborating with the South African Institute of Chartered Accountants (SAICA) for the research.

¹ www.awmovement.org

PERSONAL INFORMATION

First Name: [REDACTED]

Surname: [REDACTED]

Date of Birth: 06 March 1984

ID NO: [REDACTED]

Residential Address: [REDACTED]

Postal Address: [REDACTED]

Contact No: [REDACTED]

E-mail Address: [REDACTED]

Languages: English (written and spoken), Zulu and Sotho (spoken only)

EDUCATION

Professional Membership: South African Institute of Chartered Accountants
Designation: Chartered Accountant

Professional Membership: African Women Chartered Accountants (AWCA)
Association for the Advancement of Accountants in
Southern Africa (ABASA)

Institution: [REDACTED]

Degree: Bachelor of Accounting

Institution: [REDACTED]

Qualification: Matric

Institution: University of Pretoria – Current studies

Degree: Masters in Taxation

CAREER HISTORY

ERNST & YOUNG

2009- 2012

Role: Articles and Audit Manager

Responsibilities

- Managed relations between clients and the firm
- Drew up budgets for engagements
- Managed costs on a continuous basis to ensure these are within budgeted parameters
- Compiled team composition to ensure teams comprise of suitable staff mix
- Allocated work to team members
- Managed engagement deadlines
- Managed team and client deliverables
- Reviewed team's work

UNIVERSITY OF SOUTH AFRICA

2012 - 2017

Role: Senior Lecturer – Taxation

Responsibilities

- Marking of tests and examinations
- Compilation of tests and examinations
- Compilation of Tutorial Letters
- Answering student queries
- Conducting research



Shirley Fomale

is a seasoned Media and Finance professional who holds an MBA from Cass Business School – City University London, coupled with a BCom degree (Accounting) and Higher Diploma in Accounting (HDipAcc or CTA equivalent) from University of Natal Pietermaritzburg and Wits University respectively.

She started her career in Financial Services. Her career spanned across various areas including Private Equity, Mergers and Acquisitions, Investment (Equity) Research, Risk Management, and Investor Relations. She has held positions at PriceWaterhouseCoopers, Rand Merchant Bank, UBS Warburg, Macquarie First South and Investec Bank.

Specialties include strategy, communication, risk management strategies, financial analysis, investment valuations, investment research, and working knowledge of PFMA, Treasury Regulations, Companies Act and King 3. Her diverse financial services and communications and media career has awarded her the opportunity to gain exposure in the workings of various industries and companies. She is passionate about communications, economic development and finance, with experiences and expertise transferable to varying sectors, industries and roles.

is a Trustee of the Gauteng Partnership Fund (GPF). GPF is mandated to to serve as the financing, development and implementing agent for integrated, sustainable human settlement developments within the five development corridors of the Gauteng City Region

She served on National Homebuilder Registration Council (NHBRC) council (Board) from 2012 - 2015. She was Chairperson of the NHBRC's Fund Investment Advisory and Finance committee (FAFC). The FAFC has overall responsibility of ensuring that the warranty assets of the NHBRC are invested appropriately and also ensuring that council adopts Solvency Assessment and Management (SAM) governance structures.

She is also an Employer Appointed Trustee of the Anglican Church Pension and Retirement Funds Board.

served as an external expert on the University of KwaZulu-Natal's Investments and Liabilities Committee (ILCO). ILCO's activities include authority and responsibility to monitor the investment affairs of the University and responsibility for evaluating, monitoring and approving practices relating to risk due to imbalances in the capital structure

THENDO CONSULTANTS

2013 - present

Role: Director and Chief Executive Officer

- To direct and control the work and resources of the Company
- To ensure the recruitment and retention of the required numbers and types of well-motivated, trained and developed staff
- To prepare a corporate plan and monitor progress against these plans
- To provide strategic advice and guidance to the company
- To ensure that the company is aware of developments within the industry
- To ensure that the appropriate policies are developed to meet the Company's mission and objectives and to comply with all relevant statutory and other regulations.
- To establish and maintain effective formal and informal links with major customers, relevant government departments and agencies, local authorities, key decision-makers and other stakeholders generally, to exchange information and views and to ensure that the Company is providing the appropriate range and quality of services.
- Prepare, gain acceptance, and monitor the implementation of the annual budget to ensure that budget targets are met, that revenue flows are maximised and that fixed costs are minimised.
- Oversee the preparation of the Annual Report and Accounts of the Company and ensure their approval by the Board.
- Develop and direct the implementation of policies and procedures to ensure that the Company complies with all health and safety and other statutory regulations.

REFERENCES

[REDACTED]
[REDACTED]
[REDACTED]

Former Ernst & Young Senior Manager
Former Deputy Chair of Department UNISA
Thendo Consultants

[REDACTED]

[REDACTED]

Contact details and personal information

Address: [REDACTED]

And

[REDACTED]

And

[REDACTED]

Mobile [REDACTED]

Emails [REDACTED]

Fax [REDACTED]

DOB 1 December 1962

ID [REDACTED]

Educational qualifications

Matriculated 1980

Bachelor of Arts (UCT) 1992

Master of Philosophy (UCT) 1998

Doctor of Philosophy (UCT) 2010

Skills, experience and capacity

A leadership, activist, political, academic, executive management, company director and

PROFESSIONAL DEVELOPMENT

[REDACTED] (INSEAD)	Advanced Valuation Techniques
[REDACTED] (INSEAD)	Corporate Finance – Value Based Management
[REDACTED] and Associates	The Expert Negotiator Programme
Gordon Institute of Business Science	Designing and Executing your Black Economic Empowerment Strategy
Unilever South Africa	Unilever Introduction to Business Management Course (IBMC)

ADDITIONAL INFORMATION

Interests:	Reading, Speech and drama, travelling, music, hockey, tennis, swimming
Languages:	Xhosa, Zulu, English (fluent)
Technical Skills:	Microsoft Office Suite, INET, Reuters, Bloomberg, Major databases
Sponsorship	Sponsored by Ethos Private Equity 2008 (MBA)
Membership	Institute of Directors South Africa
Nationality:	South African

REFERENCES

[REDACTED]	Email [REDACTED] Mob [REDACTED]
[REDACTED]	Email [REDACTED] Mobile [REDACTED]

MACQUARIE
South Africa

Equity Research Analyst

2005-2008

- Conducting research and analysing the South African consumer industry, domestic and global economic trends and select JSE listed consumer sector companies
- Presenting equity research on JSE listed consumer goods companies to local and foreign institutional investors. Honoured as 'Top Household Goods Analyst' by a number of companies including Fidelity (London), Rand Merchant Bank and Coronation Fund Managers
- Analysing the economic environment & industry characteristics to identify companies positioned to perform well
- Maintaining constant interaction with senior management teams, industry experts in order to support and sell investment ideas
- Developing and maintaining valuation models and writing company specific research, continually reassessing and adjusting valuations and investment recommendations;
- Preparing upgrades and downgrades on company ratings and presenting the results on the internal morning sales call, followed by marketing these reports to both internal and external clients

UBS Warburg
South Africa

Corporate Finance Analyst

2005

- Preparing market updates for clients in retail and telecommunication sectors, including presentation of findings & analysis via morning notes
- Member of project teams that pitched M&A proposals for international and local companies in various sectors. Specific roles included valuations, preparing pitch presentations and financial modelling

RAND MERCHANT BANK
South Africa

**Graduate Trainee- Private Equity &
Corporate Finance**

2004

- Researching, analysing and valuing companies as part of preparing investment and credit reports
- Participating in various projects including refinancing of shareholders loans, structuring and financing Black Economic Empowerment transactions
- Member of the Number 1 Rated M&A team in South Africa

PRICEWATERHOUSECOOPER Trainee Accountant
South Africa

2003

- Auditing industrial and mining companies, including African Rainbow Minerals, Rand Gold, Ingwe Collieries, a subsidiary of BHP Billiton and Toyota South Africa

EDUCATION

Cass Business School, UK	Master In Business Administration	2008-2009
University of Witwatersrand, SA	Postgraduate Diploma in Accountancy	2002
University of Natal, SA	Bachelor of Commerce (Accounting)	1999-2001

[REDACTED]
South Africa

Founder

2012-

- Supplying, erecting and maintaining billboard advertising in the Buffalo City Municipality
- Marketing Billboards platform to Media agencies, corporates and government
- Managing and Implementing Hluma Outdoor Strategy
-

[REDACTED]
South Africa

Investor Relations

2010-2012

- Serve as contact for the company, providing existing and potential investors, financial media and others with an accurate portrayal of the organization's performance and prospects
- Team reports to the Group CEO and is actively involved in group strategy, group risk, industry analysis and coordinating and managing corporate reporting.
- Assisting in defining Investec's positioning on the Johannesburg and London Stock Exchanges by targeting investors to better align with group strategy, in order to improve our shareholder base and garner a fair valuation for the company
- Assisting Capital Markets team with the Bank's fund raising efforts
- Advise executive management and the company's Board of Directors on market behaviour toward the organization, its peers and the industry, as well as major issues impacting valuation
- Build strong relationships within the organization and across departments to ensure that messaging for executives who speak with financial analysts are relevant and accurate
- External financial services market scanning & analysis
- Playing a role in the evaluation, development and execution of corporate strategic plans and prudent financial initiatives designed to maximize the company's valuation
- Analysis of divisional and group results
- Coordinating & managing delivery against corporate reporting requirements
- Preparing group interim and annual reports for market release

INVESTEC BANK

Fixed Income, Commodities & Currency
Derivatives Structuring

2009-2010

South Africa

- Structuring and pricing a range of interest rate, Credit and foreign exchange derivative product in various sectors including property, aviation, infrastructure and commodities
- Conducting aircraft purchasing vs. leasing investment analysis for a major South African Airline, working closely with group CFO
- Commodities hedging for a platinum mining group working with company management and international commodities counterparties
- Interest rate hedging for property management companies
- Currency structuring for infrastructure project
- Business Development through marketing derivatives products to CEOs, CFOs and Treasury executives of Corporates, Parastatals and Institutional clients

PROCTER & GAMBLE

Consultant: MBA Business Research

2009

London

- Supply chain analysis of Fast Moving Consumer Goods (FMCG) industry in Southern Africa region (SADC)
- Study encompassed an analysis of current players; opportunities and risks; state of finance; market entry alternatives within SADC
- Investigating possible alternatives of building sustainable supply chains in the region
- Analysis of regional infrastructure and future development

PROFESSIONAL EXPERIENCE

- | | | |
|--|----------------------|-----------|
| GAUTENG PARTNERSHIP FUND
South Africa | Trustee/Board Member | 2018- |
| <ul style="list-style-type: none">• To support the GPF process of strategic positioning and role alignment to the mandate given to the organisation by the Executive Authority | | |
| ANGLICAN CHURCH SOUTH AFRICAN RETIREMENT FUNDS
South Africa | Trustee/Board Member | 2017- |
| <ul style="list-style-type: none">• Management of retirement funds and compliance with the requirements that apply to these funds:• Ensure that all decisions and actions are taken according to the retirement fund laws and rules of the fund | | |
| UNIVERSITY OF KWAZULU-NATAL
South Africa | External Expert | 2015-2017 |
| Assets <ul style="list-style-type: none">• The ILCO has authority and responsibility to monitor the investment affairs of the University.• Establish the University's Investment Policy and Strategy for approval by the Council.• Set investment mandate for each asset manager Liabilities <ul style="list-style-type: none">• Setting borrowing limits• Investigating ways of obtaining cheaper debt or of minimizing the debt cost.• Investigate ways of financing University debt using University assets.• Investigating ways of refinancing or consolidating debt | | |
| NATIONAL HOMEBUILDERS REGISTRATION COUNCIL (NHBC)
South Africa | Board Member | 2012-2016 |
| <ul style="list-style-type: none">• Chairman of Fund and Finance<ul style="list-style-type: none">- As a committee we have overall responsibility of ensuring that the assets of the NHBC are invested appropriately- Development monitoring of implementation and review of investment policy- Recommendations for the appointment of suitable investment consultants, investment managers and investment administrators- Ensuring conformance with regulatory standards- Monitoring conformance of the NHBC's implemented strategy with the investment policy- Review of performance of investment managers• Member of Bulder Registrations and Home Enrolment Committee | | |

Past directorships

Proudly South African
Tourism South Africa
International Marketing Council
Union Alliance Holdings & subsidiaries
Izingwe Holdings and subsidiaries
Aberdare Cables
South African Rural Poverty Network
Community Chest Cape Town
Laetoli Advisory Services
Mpumalanga Economic Growth Agency (MEGA)
Nehawu Investment Company (NIC)
Wesgro (The Western Cape Trade and Investment promotion agency)
Mzabalazo Advisory Services
MSP Property Development
Tshedza Trust
Urafields
Centreville Inc.
PAPAC
ANB

Current activities

Employed as the Chief Operating Officer of NIH.

Currently serving as a director of a number of companies, a political advisor to various political leaders and establishing various companies and projects.

Interests in mining, agricultural, energy, property development and housing development sectors.

Extensive academic, government, business and civil society networks, partnerships and associates throughout the African continent, Europe, China, India, the USA, Australia and in Russia.

Member of cooperatives in the agricultural, cultural industries, publishing and financial services.

Director, Deputy Chair of the Board and Chair of the Audit Committee for Freedom Property Fund, a listed property company.

Director, Deputy Chair of the Board and Chair of the South African Weather Services.

Chair of the board of TheRez Housing Company.

Postdoctoral Research Fellow at UCT, Department of Religious Studies. Coordinating research on religion in post-colonial societies, social cohesion and 20 years of democracy in South Africa from 2012 to 2016.

The Chief Executive Officer of Chenshia 2012.

Vice-President of the Africa-China Friendship Association from 2012 to 2014.

Coordinator of Communications for the ANC in the Western Cape 2012 to 2013.

Advisor to the Chief Whip of the ANC in Parliament 2013 to 2014.

A director of companies and a consultant 2014 to 2018.

International work

Missions to and in:

United Kingdom

USA

Brasil

Australia

China

Cuba

Sweden

Denmark

Norway

France

Netherlands

Germany

India

Italy

Zimbabwe

Swaziland

Angola

Mocambique

Mauritius

Iceland

Canada

Spain

Portugal

Kurdish Human Rights Activist group

Friends of Cuba Society

Current Employment

The Chief Operating Officer of NIH since 1 June 2018.

till 2007. This company, started from scratch and capitalized with R1m, grew to have a net asset value of R2,5bn by November 2008. Served as an Executive in the company, responsible for mining, energy and agriculture. Set up the Tshedza Trust for the unions members to benefit from investments and chaired the trust for its first year.

On the September Commission into the future of the trade union movement.

Chairman of the Mpumalanga Economic Growth Agency (MEGA) 2004 to 2006.

Acting CEO of Mpumalanga Economic Empowerment Corporation (MEEC) from April 2005 to the end of March 2006, during which time the agencies-MEEC and the Mpumalanga Investment Initiative-were successfully merged to form MEGA. Acted as Chairman of the MEEC and MII Merger Task Team, set up the MEGA Growth and Development Fund that had secured commitments of R1bn.

Founding director of and Acting CEO of Proudly South African (PSA) in 2004 and 2005, holding the fort in the organization during a difficult time after its launch and initial few years of existence.

A founding shareholder of Izingwe Capital.

A founding director and Executive Chairman of Union Alliance Holdings.

(NIH, Izingwe and UAH were/are some of the largest BEE companies in the countries recent history.)

Set up ANB in 2006, one of the largest agricultural companies in South Africa today.

As a Senior Research Manager at the HSRC in 2003/4, managing a study on social cohesion in our country.

As Executive Director of the National Economic Development and Labor Council (NEDLAC) from 1999 to 2003, during which time NEDLAC was successfully consolidated as a strategic organization supported by government, business, labour and a wide range of civil society organizations after a period of it suffering a loss of direction and repeated calls for its closure.

Chaired Union Alliance Holdings and its subsidiaries from 1998 to 2000 and was a founder member of the first trade union owned company to be listed on the JSE by the trade unions and the first majority Black owned asset management company, Prodigy Asset Management started up by the trade unions.

Member of Parliament for the Congress of the People, elected in May 2009. Served on the Higher Education, Energy Committees and Mineral Resources Portfolio Committee. Resigned from COPE and Parliament to rejoin the ANC in January 2012.

Consultant to various organisations and companies, including Fruit South Africa, the National Clothing Industry Bargaining Council and Chenshla Pty Ltd.

research career that spans 39 years.

A wide range of experience, skills and expertise including; general managerial, financial management, project management, facilitation, mediation, arbitration, research and analysis, administration, human resources, trade and development promotion, communications.

More particularly skills are concentrated on project and change management and strategic leadership, focusing on enterprise development, strategic campaigns, communication and human capital development. Extensive experience of work in organizations of a political nature has given unique insight to policies and debates on a broad range of socio-economic issues.

Academic focus is on religion, nationalism, colonialism, post-colonialism, political economy, social dialogue and social cohesion.

Wide experience provides unique networks that stretch into government, business, labour and broader civil society.

Edited a number of books and published numerous articles and essays.

Served as director on boards as a non-executive and as an executive for organizations of both a non-profit and profit-making nature.

Served as an executive director in a number of private, government, political, trade union and non-governmental organisations

Work history and previous experience

Entered politics as a student activist in the 1980s. After spending seven years in exile, returned to South Africa in 1990.

Served as;

Branch Secretary, then as General Secretary of the National Education Health and Allied Workers Union (NEHAWU) from 1991 until elected to Parliament in 1994.

Representative in the negotiations process at CODESA and on the Transitional Executive Council dealing with Public Service issues.

As an ANC MP on the Labour, Public Service and Administration, and Finance Portfolio Committees. Participated in the Public Service Review Commission from 1994 till 1996.

On the ANC NEC from 1998 till 2007

On the SACP CC from 1995 until 2006, first as a Provincial Secretary, then as an elected member of the Political Bureau and for the last 5 years as National Treasurer.

The Chairman of the NEHAWU Investment Company (NIC), now NIH, from its inception in 1996

List of publications

"Perceptions, imaginings and practices of collective identities in the transition: National identities and ethnicity in the Western Cape", in **Politics in South Africa: From Apartheid to Democracy**. Volume 1 of Religion and society in transition, eds. Abdulkader Tayob, Wolfram Weiße, Waxmann Verlag, 1999

"South Africa's 'New' Capitalism", in **Transcending a Century of Injustice**, Ed. Charles Villa-Vicencio, IJR, Cape Town, 2000

What Holds Us Together: Social Cohesion in South Africa. eds. [REDACTED] and [REDACTED] Cape Town: HSRC Press, 2003

Rethinking Regional Development in the Western Cape. [REDACTED] and [REDACTED] PDF, 2007.

Various articles in *South African Labour Bulletin*, *Transformation*, *Work in Progress* and *the Thinker*.

References

[REDACTED]
[REDACTED]
[REDACTED] but previously at UCT Department of Religious Studies.
(021) 6509111, davidc@iafrica.com.

CURRICULUM VITAE
[REDACTED] **PhD**

PERSONAL DETAILS

SURNAME

[REDACTED]

NAMES

[REDACTED]

POSTAL ADDRESS

[REDACTED]

PHONE

[REDACTED]

E-MAIL

[REDACTED]

EDUCATIONAL QUALIFICATIONS

UNIVERSITY ATTENDED

: University of Natal
Pietermaritzburg

DEGREE COMPLETED

: Bachelor of Science (B.Sc.)
[REDACTED]

DIPLOMA

: Higher Diploma in Education (HDE)
(Post Graduate)
[REDACTED]

DEGREE COMPLETED

: Bachelor of Education (*cum laude*)
[REDACTED]

UNIVERSITY ATTENDED

: University of Nottingham
Nottingham, United Kingdom

DEGREE COMPLETED

: Doctor of Philosophy
[REDACTED]

EMPLOYMENT HISTORY

1 NAME OF ORGANISATION: South African Communist Party
(Natal Midlands Region)

POST HELD: Organiser and Political Education Officer
██

2 NAME OF DEPARTMENT : Department of Mathematics
(University of Durban-Westville)

POST HELD : Coordinator - Academic Development
(Jan.- April 1993)

3 NAME OF DEPARTMENT : School of Education
(Natal University-Pietermaritzburg)

POST HELD : Lecturer in Education
(May 1998 to 2001)

4 NAME OF DEPARTMENT : School of Education
(University of Natal, Pietermaritzburg)

POST HELD : Senior Lecturer
(Jan 2002 – April 2003)

5 NAME OF ORGANISATION: Department of Education (Pretoria)

NAME OF PROJECT: Development of the National Curriculum Statement
Grades 10-12 (Schools)

POST HELD: PROJECT MANAGER AND CHAIRPERSON OF
MINISTERIAL PROJECT COMMITTEE
(March 2002 – March 2003; Seconded from
University of Natal from July 2002, but have been
working on project since March 2002)

6 NAME OF ORGANISATION: Ministry Education (Pretoria/Cape Town)

POST HELD: Special Advisor to the Minister of Education,
Professor Kader Asmal, MP
(April 2003 – April 2004)

7 Department of Education (Pretoria)

POST HELD: Deputy Director-General: General Education and
Training
(May 2004 – May 2005)

CONFIDENTIAL

8 KwaZulu-Natal Department of Education (Pietermaritzburg)

POST HELD: Superintendent-General
(June 2005 – October 2010)

9 The Presidency – Republic of South Africa (Pretoria/Cape Town)

POST HELD: Director-General
(November 2010 – August 2020)

LEADERSHIP ROLES

1. University of Natal Branch and Natal Midlands Regional Chairperson of Azanian the Students Organisation (AZASO, later the South African National Students' Congress – SANSCO – 1985 - 87)
2. National Assistant Publicity Secretary: Release Mandela Campaign (1987-1990)
3. Political Education Officer : South African Youth Congress (SAYCO), Natal Midlands (1988-1990)
4. Acting Regional Secretary : African National Congress (ANC), Natal Midlands (March - August 1991)
5. Regional Deputy Secretary : South African Communist Party (SACP), Natal Midlands (1991-1992)
6. Member of Board : Faculty of Humanities, Univ. of Natal (Pmb) (1996-1997)
7. Member of Board : School of Education, Univ. of Natal (Pmb) (1994-2003)
8. Member of Board : Faculty of Education, Univ. of Natal (2001 – 2003)
9. Member of the Management Committee: Univ. of Natal, Faculty of Education (2001 – 2003)
10. Member of the Coordinating Committee: Univ. of Natal, Pietermaritzburg School of Education (2001 – 2003)
11. Chairperson of UMALUSI: Council for Quality Assurance in General and Further Education and Training (June 2002 – May 2004)
12. Member of the Mayoral Street Naming Committee, Umsunduzi Municipality (Pietermaritzburg) (2002 – 2003)



CURRICULUM VITAE OF

[REDACTED]

Director

PERSONAL INFORMATION

FULL NAMES AND [REDACTED] : [REDACTED]
DATE OF BIRTH : [REDACTED]
NATIONALITY : [REDACTED]
IDENTITY NUMBER : [REDACTED]
ADMISSION DATE : [REDACTED]
POST ADMISSION : [REDACTED]
RIGHT OF APPEARANCE : [REDACTED]

CONTACT DETAILS:

TEL : [REDACTED]
EMAIL : [REDACTED]

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

QUALIFICATION : [REDACTED]
YEAR COMPLETED : [REDACTED]
INSTITUTION : [REDACTED]

QUALIFICATION : [REDACTED]
YEAR COMPLETED : [REDACTED]
INSTITUTION : [REDACTED]

QUALIFICATION : [REDACTED]
YEAR COMPLETED : [REDACTED]
INSTITUTION : [REDACTED]

QUALIFICATION : [REDACTED]
YEAR COMPLETED : [REDACTED]
INSTITUTION : [REDACTED]

CURRICULUM VITAE

Previous Employer:

Government

Previous Position Held:

Reasons for leaving: End of the 5-year contract

Current Status July 2020: Available to assume duty on the 03/08/2020

Name:

ID Number:

Date of Birth:

Nationality:

Address:

Cell:

Marital Status:

Dependants:

Religion:

Drivers licence

Employment Details

Former Employer: Department of Transport

Eastern Cape Government: Head of Department, Accounting Officer

Period:2014-2019

Duties: Administration: Leadership and strategic management, financial management, Supply Chain Management, Human Resource management and development ,Capacity Building, Infrastructure and Project Management ,Communications and Interpersonal Skills ,ICT, legal ,labour relations, asset management ,maintenance and disposal, Audit ,facility management and construction, oversee community based programmes and manage the departmental Budget ,stakeholder engagement , IGR and support municipal infrastructure projects,I developed revenue collection strategies,transport department is the biggest revenue collector in the EC by

National Department of Basic Education

Position Consultant Teacher Union Collaboration

Period :2012-2014

Duties: Designing training programmes for all the teacher unions operating in the

CURRICULUM VITAE

[REDACTED]

[REDACTED] an academic, scientist, industrialist, business executive, a practising architect and urban planners has dedicated his life to working closely with communities, order to develop a high level of interaction and create human living environments, which truly reflect the needs of the people who have participated in their own ongoing development. He spent time as a visiting Professor at Schools of Architecture and Design in Princeton University, Harvard University, University of California Los Angeles, Illinois Institute of Technology, Penn State University, Miami University, Howard University etc.

Past Board of Directors Membership and others

- Advisor Gauteng Provincial Minister of Housing
- Deputy Chairperson [REDACTED] Finance Department of Trade and Industries
- Member of International Marketing Council of South Africa
- President of Intelligent Transport System Society South Africa
- Board Member National Home Builders Registration Council
- Deputy Chairperson Moses Kotane Institute of Maths and Science
- Head of Architecture Planning & Housing, University of KwaZulu Natal
- Non-Executive Board Member Otis Southern Africa

Awards

- Scroll of Honor by KwaZulu Natal Institute of Architects 2015
- Businessman of the Year 2003/2004 Black Business Quarterly Magazine and BMW
- Nominated - Ernst and Young Auditors World Entrepreneur of the Year

MANIFESTO

[REDACTED] brings to the organisation for the benefit of the Shareholders and the society at large:

- High level of Integrity
- Vast knowledge of Corporate governance
- Strategic Thinking
- Knowledge and experience of business operations
- Scientific Research skills
- Experience in creating efficiency in business operations
- Understanding of the global markets
- Grassroot understanding of the needs of underserved communities at all market levels
- Problem solving skills
- Skills in working with people
- Corporate dynamics

Education Sector, manage strike and advise the Executive on challenges in the teaching sector, monitor learner progress in schools, ensure learner support materials reaches the schools, prepare submissions on infrastructure challenges and monitor learner progress amongst the provinces.

Department of Water and Environmental affairs

Position: Chief of Staff Providing support on HR matters

Period:2011-2012

Duties: Overall Office Administration: Dealing with all Co-operate Services Related Matters, Cabinet Memo's, Ministers speeches, support the Minister on political and parliamentary duties, provide legal support and referral's

Department of Social Development

Position: Chief of Staff providing support on the departmental matters

Period:2010-2011

Duties: Overall Office Administration, cabinet memo's, parliamentary work portfolio committee work, constituency work, provide guidance on submissions by the different institutions funded by social development, SASSA, NPO's and NGO's, provide legal support and referrals

North West Department of Sports, Arts, Culture and Recreation

Position: Head of Department /Accounting Officer

Period: 2007-2010

Duties: Strategic Leadership and management, financial management, supply chain management, capacity building, training and development, human resource development, legal services, ICT, labour relations, infrastructure and project management, conflict management, problem solving, communications ,facility management, asset management and disposal ,facility management and maintenance ,interpretation of Mandates and alignment with provincial and national priorities ,prepare cabinet memo's and presentations, support and motivate staff, responsible for discipline and PMDS .Manage staff , Budget and received 3 unqualified Audits for the duration of my term

National Department of Public Service and Administration

Position: Director Human Resource Development

Period:2000-2007

Duties: Development of policies and strategies for training and capacity building of officials in the Public Service ,design road shows and workshops to present and train public servants on the latest HRM and HRD policies ,ensure alignment with the schools of government and faculties of Public Administration in universities and colleges, established the SAMDI which is called the school of Government today, provide training support to Executives and foreign posted officials ,coordinate common wealth programmes between South Africa ,China ,Singapore ,India, Malaysia and the Harvard Senior Executive Programme for Africa .Managed the training of trainers forum for the Public Service. Support the team that did negotiations for salaries at the Bargaining Council. Dealing with special programmes and Gender Mainstreaming in departments. Develop the cabinet memo's on policy directives and amendments on Public Service Regulations Act to Parliament. Provide support to the transformation unit at DPSA. Manage staff and Budget.

Department of Environmental affairs and Tourism

Position: Deputy Director Training and Transformation

Period :1999-2000

Duties: Design and manage training and Transformation programmes for the department and its entities, dealing with the Agentization process of Weather Bureau, Sea fisheries, National Parks and the National Botanic Institute, provide research support in order to manage and respond to international treaties on climate change and Global warming

Educational Qualifications

1.	University of Cape Town	1990	BA Social Science
2.	University of Cape Town	1995	Advance Diploma In Educators of Adults
3.	Harvard Business School	2002/3	Senior Executive Programme for Africa
4.	Singapore Civil Service College	2003	Training of Trainer's for productivity Improvement
5.	University of the Western Cape	2013	Post Graduate Diploma in Governance
6.	Unlversity of Pretoria, Faculty of Built, Environment	2017	Certificate In IDMS, Infrastructure Delivery Management System

KEY COMPETENCIES, SKILLS AND KNOWLEDGE

Strategic Leadership and Management

- I am visionary and a strategic leader, a result driven person, a team player with excellent human and financial management skills. I was an Accounting Officer for the department of Transport in the EC from 2014-2019. I formulated the vision for the department, "Transport is the heartbeat of the Economy in the EC." The Head of department for the Department of Sports, Arts, Culture and Recreation an accounting officer from 2007-2010 in the North West Province.
- I was responsible for setting up the five years Strategy, the Annual Performance Plan and a clear service delivery plan attached to a budget, I have 20 years of work experience as a Senior manager ,10 years as an Executive Manager in government.
- I was responsible for the interpretation of the departmental mandate into key strategic projects aligned to the National Transport Master Plan, so as to ensure that we provide, affordable, reliable and safe modes of transport for our people. I also worked with Department of Economic Development, Environment & Tourism in order to ensure that there is alignment of the provincial priorities and the economic plans with the transport network that has to be designed for the province.
- I had to work with the department of Defense, Public Works and the National department of Transport in building of the MTHATHA airport and the repositioning of the Bisho airport as a logistic hub.
- I had to ensure that there is good governance and prudent financial management, controls and SCM systems which resulted in the department receiving an Unqualified Audit report, for the duration of my term and a clean audit opinion for the department of Safety and liaison as I was overseeing the department for four years in the absence of its own Head.
- I repositioned the department in order to ensure all institutions related to DoT have the capacity to generate revenue as the result I was innovative in identifying units that were ready for commercialization and I ensured that I develop the rates for the payment of services we offered. DoT EC is the biggest revenue collecting department in the province by 53,5% as a result of the work I did in the department. I appointed a company to collect ticket fines, to consolidate the monies received by municipalities from registration, payment of driver's licenses, the licensing of cars and the funds collected by courts from individuals who are transgressing the traffic regulations on our roads including all the related institutions that Transport provides services to.
- I was responsible for the implementation of the strategic framework of the department and also to oversee the rollout of the operations of the various institutions attached to the department of Transport. I developed a monitoring and evaluation tool in order to manage over and under spending on projects. The department had 6 programmes and 2 state owned Entities.
- I have made twinning partnerships of certain units with other stakeholders in order to advance service delivery efficiently and build capacity. I exposed the law enforcement officers to training programmes quicker and faster by twinning them with (RTMC) Road Traffic Management Cooperation. I worked with all the OEM' s in the Eastern Cape in order to strengthen their delivery capacity to produce cars parts supported import of goods and export of finished products, internationally and in the region.
- I have worked with SANRAL on the mega projects in the EC
- I had to ensure that the Ministry of Transport responsible for traffic officers and police have a high and visible integrated effort, ethical performance culture and promote social responsibility

on duty and off duty

- I had to strike a balance between the Public sector /Private sector in training the officials in order to be able to serve the people with dignity and ensure that our roads are accessible and safe, our Airports are operating optimally so as to drive the economy of the province.
- I have used the partnerships of our intergovernmental relations to support our service delivery strategies focusing at the service delivery model which targets the municipalities and rural areas
- I have been a Chief of Staff to 4 Ministers in my life, and have also worked as a training and a transformation officer in the department of Environmental affairs and Tourism responsible for the Agentization of the South African weather Bureau, Kirstenbosch and Sea Fisheries. I also advised the Minister on climate change, environmental conservation and the implications of global warming to our society and the economy
- I was also the Head of department for Sports Arts and culture in the North West Province an accounting officer and I successfully driven the 2010 FIFA Soccer World Cup project
- I have worked in NGO's whereby their survival depends on introducing new innovations, opportunities, explore markets that will increase the financial viability of the organization to survive, believed as a collective that any idea you bring must be sustainable, generate income and not to become a financial burden to the organization. Most of the work done by NGO's depended on donor funding. The funding from donors can only be channeled if your NGO demonstrates a sustainable and well thought programme that contributes in solving some of the societal ills therefore we had to have good governance structures in place, follow GAAP in order to be given continuous funding for our programmes.
- I have also worked at the Bank and at the department of Public Service and Administration I developed the Model to transfer the roads function from the department of Roads and Public works to the department of Transport, I developed the necessary policies that enabled a smooth transition, taking into consideration the legal frame work and the constitution of the country
- The Roads function is a highly technical infrastructure unit and a research driven environment, with a lot of expensive technical reports which are done by consultants and had to be interpreted properly in order to ensure the building of a safe transport network in the province is realized.
- I was also responsible for Aviation, with 4 Airports in the Eastern Cape which one of them had to be re-designed and built from the beginning ,the Mthatha Airport, I designed a draft sketch of an economic hub to be built on the airport during 2020-2023, this hub was meant unleash the economic potential of the airport rather than the airport depending on income and revenue from airlines, the buildings to be housed at the hub amongst others was the office park ,food court ,communications center hotel , conference facilities and a health center which is a requirement for airports.
- I advised the provincial cabinet that we should submit a proposal to build the Wild Coast Meander road which cuts across the coast line, in order to unleash the opportunities in property development, Oceans Economy and tourism. I prepared a 7,7 Billion proposal and submitted it to National treasury for their consideration.
- I started the South African Women in Transport and South African women in construction SMME programme in order to ensure that the youth and young women are part of the stakeholders benefitting from the Transport sector businesses, as this sector was mainly male dominated. Inside the department. The purpose of the focus on developing young women in transport was to respond to the challenges of Gender Based Violence and create financial independency. I increased the appointment of youth and women to 60% so as to ensure that they have a voice in all levels of the organization. I achieved the national target for the appointment of people with disabilities. I signed a parking MOU with the institute of the Blind in Dimbaza so as to ensure that we understand how people with physical challenges cope and not make their plight an event.

Capacity Building and Training

I was the coordinator of the Wits and Harvard business school programme which took South African Public and Private sector executives to be trained at the Harvard Business school in the US on business administration skills, marketing, trade relations, scientific and technical innovations. Amongst others was the use of ICT to solve complex developmental problems. I had to explore training programmes that can assist the engineers to be broad in their approach to infrastructure, myself and my team we attended the (IDMS) Infrastructure Delivery Management Systems programme at the university of Pretoria's Faculty of Engineering, Built Environment and Information Technology. I was exposed to project management techniques, engineering, ICT programmes and principles. I worked at the Department of Public Service and Administration as a Director from 2000-2007 and I was responsible for training and development for all public servants in the country, I was the chair of the Public Service Trainers forum for 7 years and I developed the HRD strategy for the Public Service the Internship and the Mentorship Programme. I was involved in the development of the capacity building programmes for the unions working with government in the Bargaining Council.

I was exposed in working at the department of Environmental Affairs and Tourism in 1998-2000

Duties: Advising the Minister on issues of transformation and strategic interventions in order to ensure that the Weather Bureau, Sea fisheries and the National Botanic Institute Gardens are able to generate their own revenue, are sustainable through their programmes and respond to international treaties and to broader South African societal needs. Advise the Minister on climate change and impacts of global warming in South Africa and the continent at large with a focus on weather patterns that can be a hindrance to agriculture, energy, minerals and the society as a result of the strain they bring with disasters.

Infrastructure and Project management

I attended IDMS Infrastructure Delivery Management System, the courses delivered, Strategic management of infrastructure delivery within Government. The infrastructure delivery management toolkit, legislation related to Infrastructure Delivery, linking Infrastructure with the priorities of government and strategic Infrastructure maintenance. The other experience shared was on the delivery of the two New universities, Mpumalanga and the Northern Cape.

- I have managed to take the youth and build their construction capacity so as to renovate the dilapidated sports grounds in the North West ahead of the 2010 FIFA Soccer World Cup. The countries that I was responsible for supporting Botswana and Namibia. The youth obtained a lot of skills which took them away from crime, drug and alcohol abuse through the utilization of the Extended Public Works Programme
- I have an ability of being innovative, design and cost manage complex infrastructural programme
- I have also been part of the design and building of the three Airports, Mafikeng, Pilanesberg and Mthatha airport, stadiums, convention center, the Mafikeng Archives complex within the stipulated time frames for the
- I introduced the first SA Express flight route from OR Tambo to Mthatha Airport on the 10 December 2018 and the second route flying CT - EL - Mthatha and Mthatha - CT flight was introduced on the 15 of November 2019
- I have a vast knowledge in Aviation, infrastructure, operations, regulations and policies, training of pilots, I have provided a bursary for ten pilots from the EC to be trained at different pilot schools in the country
- I have led the submission of the three big infrastructure projects to be funded through the BFI under PICC, Mthatha Airport Economic Development Hub, Wild Coast Meander and the

Middelburg Multimodal Center.

- The Wild Coast Meander has gone through the first round of the review by the National Treasury,

Financial and Human Resource Management

I have been responsible for the 4 Billion Budget for the department of Transport, 2000 professional staff, 48 Roads consultants and 46000 EPWP workers, I had established prudent financial systems and SCM control measures. I appointed a Director to manage Supply Chain Management because of the complex roads programme tendering system and a person with a legal qualification to deal with the management of government contracts, management and the preparation of signing of MOU's. I did a staff and a qualifications Audit, I am knowledgeable of HR policies, recruitment, selection, transfer, retirement, ICT, Legal services, labour relations, risk management, health and safety, security policy, the use of consultant's policy and the asset management. I worked at the Department of Basic Education in 2012 and I was responsible for development and building of the capacity of the 5 Unions in the Education Sector. I studied a Post Graduate Diploma In governance amongst the courses I engaged with is financial management, the budget cycle, SCM, audit, statistics, population demography, GAAP, contracts management, property management, pricing, lease, renting and land redistribution and the protection of state assets, registering and disposal of state assets. The course looked at the King Reports 1-3.

Communications and Interpersonal Skills

I am good a communicator; excellent negotiator and I have good interpersonal skills. I am able to communicate at all levels and work well with teams. I have excellent written and verbal communications skills. I can communicate across the cultures and have a great ability in functioning in a multilingual environment as I have done it successfully during the 2010 Soccer World Cup. I understand stakeholder management, worked well with the unions in the Education Sector where I was employed; I supported and created a platform for community radios to thrive and learn in the North West during the FIFA 2010 World Cup, organized media briefings and exposed them to training and work international journalists. I have a good understanding of government in all spheres and have worked with communities. I was part of the team that started the Government Imbizo Programme, which is called Public Participation Programme. I have guided the priorities of the EC government with the National mandate. In order to ensure there is proper funding support during the MTEF sittings I have participated in the bilateral celebrations of Hong Kong, Germany, China, bringing groups and speakers to do performances and I have prepared and presented research papers at conferences and seminars in South Africa. I have worked well with schools and universities. I have hosted 4 Civil Aviation Airshows and career Expo's the last two I hosted them at Mthatha Airport in Partnership with the SA Airforce in 2017 & 2018 the Previous two at Mafikeng airport. Presentation of the business plans to the Legislature and the portfolio committee on Transport, I was instrumental in the strengthening of the Eastern Chamber of commerce and then also afforded them time to understand the opportunities for Import and export in the transport sector. Excellent events coordinator, kept a positive media coverage of the department, as a Head of the department I was the face of Transport in the Province, developed a Departmental Magazine called the "Transporter", produced billboard messages in order to advance road safety awareness to the public, developed messages to be loaded on social media platforms so as to advise motorist on the danger of speeding. I worked with all the stakeholders in the Media, print, radio, television, and I established a video conferencing platform in order to be able to disseminate information to the district offices. I have a passion for ICT, community development work, empowerment of youth young women and children love aviation, aerospace activities, reading about the climate, weather patterns, the different planets and global warming. I have an experience in dealing with Infrastructure planning, design and built.

2. EDUCATIONAL DETAILS

3 ACHIEVEMENTS

I developed the 3-year Bally Bridges programme as part of my legacy. In partnership with the department of Public Works and the South African Defense Force, 9 bridges have been built to date out of 15 a 70,7-meter Mantusini bridge is being finalized in PSJ in the 2020 FY. The programme was established as a result of many children drowning and being unable to go to school during rainy days. The elderly could not cross the river due to the dangerous waters that could sweep them away therefore making it difficult for the communities to reach clinics, banks, shops and the social security payment points. I was requested to advise the 8 provinces in SA, Mozambique and Zimbabwe on the Bally Bridge programme so as for them to be able to restore their bridges that were destroyed by the Cyclone IDAI in March 2019. I have successfully led and hosted 4 Airshows in partnership with the SA Airforce ,at Mthatha and Mafikeng airport.

4. REFERENCES

Advocate [REDACTED] Acting Judge at the Grahamstown high court.

Email: [REDACTED]

[REDACTED] for the school of Public
[REDACTED]
[REDACTED]
committee on Transport. [REDACTED]
[REDACTED]
[REDACTED]

Professional Curriculum Vitae

Areas of Expertise

- Strategy Development & Implementation
- Policy Development and Implementation
- People Management and Empowerment
- Change Management
- Financial Management
- Program and Project Management
- IT Knowledge & IT Solutions
- Regulatory Compliance Management
- Stakeholder Engagement
- Business Management
- Pan-African Networking
- Relationship Management

Professional Work Experience

Department of Employment and Labour
Chairperson ICT Advisory Committee

TMT Investments (Pty) Ltd
Designation: Executive Director

Dimension Data MEA, Johannesburg, South Africa 2009 -2019
Designation: Executive Corporate Affairs / Government Relations
Responsibilities:

- Within my role, I establish and maintain strategic relations with key government stakeholders, including the Presidency, Ministers, Premiers, Directors General, Ambassadors and Senior Executives of SOEs.
- Assist and advise the Chair of MEA and the Executive Committee in dealings with government stakeholders.
- Provide an advisory service for matters related to government telecoms, as well as ICT-related policy and politics.
- Represent the group in government-related forums, participate in state visits and provide advice on and oversee all key government engagements.
- Conduct research and monitor legislation, tracking situations within the government that could affect the organisation.
- Proactively research policies to determine changes that could be advantageous and or might negatively impact the company in the future.
- Conduct both internal and external communications to ensure message continuity.
- Participate in financial matters, including budgeting and management of department finances.
- Network with government officials to convey legislative goals.
- Prepare reports and presentations to deliver to the Exco, provide written talking points and serve as a point of contact for the media.

2006 – 2009

Designation: General Manager – MTN Business**Responsibilities:**

- Plessey PTY Ltd is a Dimension Data Company.
- Planned, coordinated and managed all business operations to achieve corporate goals for all MTN business throughout the continent, including Nigeria, Zambia, South Africa and Uganda.
- Developed and implemented business plans for profitability, assisting in budget preparation and expense management activities.
- Developed strategies to improve overall quality and productivity.
- Generated business, cost and employee reports to management.
- Provided direction and guidance to employees in their assigned job duties.
- Determined staffing requirements and ensured that positions were filled promptly, assisting in employee recruitment, training, performance evaluation, promotion and termination activities.
- Managed administrative, logistical, human resources and accounting services to support company operations.
- Identified business opportunities with new and existing customers.

Department of Foreign Affairs (now DIRCO), Pretoria, South Africa**2004 – 2006****Designation: Chief Information Officer – seconded from SITA****Responsibilities:**

- Overall leadership and management responsibility for the ICT division
- Responsible for multi-year planning and budgeting based on Mid-Term Strategic Framework (MTSF) and Mid-Term Expenditure Framework (MTEF).
- Responsible for planning and managing the rollout of a global WAN infrastructure project connecting all (125) South African embassies.
- Led the modernisation of the entire back office infrastructure of the department, introducing a best practice governance model - ITIL.
- Provided a secure "ops room" facility to the President when abroad.
- Ensured that all the employees followed regulations and maintained data confidentiality.
- Managed all operations, including the data centre, computer system operations, computer program development, technical service centre, production scheduling functions and computer system operations.
- Interacted with the executive management team to discuss and resolve problems.
- Provided directions to the authorised employees to increase security of the critical data available.
- Responsible for setting up communications systems for the Pan African Parliament

SITA, Pretoria, South Africa**2002 – 2004****Designation: Head of Procurement****Previous Designation: General Manager Client Interface (Government Relations)****Responsibilities:****Head of Procurement**

- Oversaw and managed all government IT procurement as per the SITA Act.
- Developed and implemented government ICT purchasing strategy.
- Built and maintained strong working relationships to gain buy-in and engagement with key stakeholders.
- Challenged, enhanced and standardised existing procurement practices across all business units to ensure conformity of approach, generate economies of scale and deliver better value for money.
- Delivered a category approach to ensure the procurement resources aligned with all operational and functional business areas.
- Built and grew the procurement team by utilising strong change management techniques and focusing on people development.
- Led, supported and managed the tendering process for large strategic purchases.
- Maximised profit by tendering contracts and meeting with suppliers to negotiate the best terms of contract.
- Managed the procurement governance process across the business ensuring policy compliance.
- Supported business operations to resolve SLA breaches of contract and provided guidance to resolutions.

General Manager Client Interface (Government Relations)

- Managed relations between the government and SITA, which included representing the company in all government forums and parliament.
- Appointed as part of the team that rolled out the Government Core Communications Network (GCCN), the main communications systems for government across the country.

1998 – 2002

Department of Communications (now DTPS), Pretoria, South Africa**1. Designation: Corporate Services****Responsibilities:**

- Responsible for the overall management of human resources in the department
- Develop performance standards for staff of the department
- Managed training and development of staff
- development, labour relations.
- Responsible for corporate services, including all procurement functions

Was later tasked with establishing the program management office for the department

2. General Manager Program Management Office**Responsibilities:**

- Oversaw all projects within the department, as well as establishing a program management office.
- Within Program Management, the focus was on special projects, setting up 3 flagship institutions, including NEMISA (National Electronic Media Institute of South Africa), Institute for Software and Satellite Applications (ISSA) and Independent Communications Authority of South Africa (ICASA).
- Was also instrumental in establishing the GITO Council
- Took part in the writing of the Electronic Communications and Transactions Act (ECT ACT)
- Ensured that all projects were aligned with the budget cycle of the department, and that they were delivered timeously and within quality standards.

Germiston City Council, South Africa

1997 – 1998

Designation: Deputy Head of Management Services**Responsibilities:**

- Responsible for the entire employee life cycle, which included managing recruitment processes, Human Resources, Labour Relations, Organisational Development, Employee Wellness, and Training and Development.

Gauteng Finance Department, South Africa

1995 – 1997

Designation: Assistant to the MEC for Finance & Economic Affairs**Responsibilities:**

- Assisted in the set-up of the office of the MEC and department from scratch, implementing functions and systems from the old Transvaal Provincial Administration to Gauteng Provincial Government
- Part of the team that transformed the Advisor for the Gauteng Gambling Board from the old Highveld Racing Association.
- Was later transferred to the Labour Relations Directorate, and assigned to rollout the new Labour Relations Act across the provinces institutions
- Represented the province in the National Bargaining Council that negotiated conditions of service for government employees

1994 – 1995

Education and Career Development

Post Graduate Diploma in Management, UNISA 2019 to present- to complete end of 2020, delayed due to Covid-19 the study program is sponsored by DMV

Certificate Course in Finance for Non-Finance Managers, GIBS, 2009

Certificate Course in PFMA, GSB University of Cape Town, 2000

Certificate in Wireless Communications, Telemobile California USA (sponsored by USTTI), 1999

Bachelor of Social Sciences in Sociology and Politics, University of Cape Town, 1994

Political Economy and Philosophy Diploma, Academy of Social Sciences and Management Sofia, Bulgaria, 1988

Senior Certificate, Tsakane High School, 1982

Computer Literacy

Microsoft Office: Word, Excel, PowerPoint

Languages

IsiSwati, IsiZulu, IsiXhosa, Sepedi, SeTswana, SeSotho and English

References

- (1) [REDACTED] and former [REDACTED]
- (2) [REDACTED]
Former Manager in the office of the DG Department of Communications
Former [REDACTED]
- (3) [REDACTED]
[REDACTED]

Areas of Expertise

Public Sector Experience – Strategic Advisor – Pan-African Networking – Stakeholder Engagement & Management – Corporate Governance – Business Management – Pre-Sales Strategies
Organizational Development – Strategic Analysis – Strategic Relations – Corporate Strategy – IT Knowledge – IT Solutions
Regulatory Compliance & Management

Keys to Success

Motivation – Integrity and Ethics – Measurable Performance Expectations – Detail Oriented – Continuous Improvement
Tenacity – Respect – Trust – Strong Purpose – Commitment

A high-performing and talented professional with an extensive network, strategic thinker who executes strategies in line with core business needs, resulting in a unique, innovative and results-driven approach to the analysis and management of strategic relations within the corporate environment.

excels in empowering and building capabilities in key stakeholders through the development and implementation of effective and realistic strategies. As a diplomatic problem solver and an exceptional networker, he provides successful solutions through an all-encompassing management approach.

Executive Summary

As a pioneering individual, who welcomes challenges, is a strategic relations expert, specializing in Pan-African relations, particularly within the telecoms environment. Having a wealth of cross-functional experience, he has a passion for his chosen career, and continually strives to achieve best practice whilst identifying, creating and implementing organizational strategy through stakeholder engagement and management.

His extensive experience accounts for a unique skillset and the business acumen of a modern visionary. He has delivered on organizational objectives in various arenas demanding buy-in and focus readjustment, whilst being recognized as a leader in his field. Elijah has a thorough academic and practical understanding of IT solutions, telecommunications and their global trends.

Elijah possesses excellent interpersonal and communication abilities, as well as exceptional networking skills, which are paramount in his ability to achieving results. His mission is to add value to an organization that is compatible with his own values and objectives.

Career Summary

After spending time in exile as a member of Umkhonto we Sizwe where he rose through the ranks to become the Head of the Military Police, Elijah returned to South Africa to complete his Bachelor of Social Science Degree in Sociology and Politics at the University of Cape Town. Following this he took a role with PG Bison as a Training Manager, before moving to the Gauteng Finance Department into a role as Assistant to the MEC for Finance and Economic Affairs, where he was involved in the setup of the department and acted as an advisor for the Gauteng Gambling Board. In 1997 Elijah was offered a position as Deputy Head of Management Services with the Germiston City Council. He was offered an opportunity at the Department of Communications (DOC) now Department of Telecommunications and Postal Services. Elijah initially took on a corporate services role, which included human resource management, training and recruitment as well as procurement, and later moved into program management where he focused on special projects to set up flagship institutions. He was instrumental in the setting up of the team that established ICASA (Independent Communications Authority of South Africa), as well as the setup of NEMISA (National Electronic Media Institute of South Africa), providing training in software and ensuring all regulations were adhered to. He also led a team that established the Institute for Satellite and Software Applications (ISSA), who's focus was to develop satellite and software engineering skills in the country.

In 2002 [REDACTED] took a role with SITA as General Manager within a Client Interface and Government Relations division. His role was primarily focused on managing relations between SITA and various government stakeholders, including parliament. Due to his past experience in procurement, was transferred to be Head of Procurement before being seconded to the Department of Foreign Affairs as Chief Information Officer. Within this role [REDACTED] was responsible for planning and managing the rollout of a global WAN Infrastructure connecting all South African embassies, and leading modernization of the department's entire back office Infrastructure worldwide.

In 2006 Plesséy PTY Ltd (a Dimension Data company) offered [REDACTED] a role as General Manager to lead the rollout of [REDACTED] across Africa, where he planned, coordinated and managed all business operations in countries, including Nigeria, Zambia, South Africa and Uganda [REDACTED] was then promoted to his current role within Dimension Data MEA, as Executive Corporate Affairs and Government Relations. Within his role, [REDACTED] is required to establish and maintain strategic relations with key government stakeholders, providing an advisory service for matters related to government telecoms, and ICT-related policy and politics. He represents the group in government-related forums, participates in state visits and oversees all key government engagements. In addition, [REDACTED] has expertise in pre-sales strategy and IT solution development, with the ability to articulate needs and solutions at an executive level.

[REDACTED] career has seen him establish a global network and enhance his skills in stakeholder management. He provides a significant contribution to the long-term sustainable growth of any establishment through his Impeccable understanding of politics and business. His implementation skills are forefront in overall organisational development, and his involvement in projects ensures groundbreaking improvement in relationship development and maintenance. With a commitment to integrity and an aim to leave a positive legacy where possible, Elijah has been recognised as a thought leader who continuously delivers beyond expectation through an unequalled business sense and networking ability.

In March 2015 [REDACTED] joined TMT Consulting as a founder with other colleagues. TMT Consulting aims to specialize in design and implementation of cyber security and other IT related solutions.

Chairperson of the ICT Advisory Committee of the Department of Employment and Labour

Over the last twenty years Elijah has engaged with a number of international organization like:

- International Telecommunications Union (ITU)
- Internet Corporation for Assigned Names and Numbers (ICANN)
- International Standards Organization (ISO)
- World Information Technology and Services Alliance (WITSA).

Business Models:

- Information Technology Infrastructure Library (ITIL)
- ISO/IEC 27001 Information Security Standard

Personal Details:

First Name: [REDACTED]

Middle Name: [REDACTED]

Surname: [REDACTED]

[REDACTED]

Citizenship: [REDACTED]

Marital Status: [REDACTED]

Interests: Passionate about technology, skills development and agriculture

Health: In good health

Directorships: [REDACTED]

LIST OF FORUMS APPEARED

- Member of the Law Society of the Northern Provinces
- Member of the South African Society for Labour Law
- Member of the South African Women Lawyers Association (SAWLA)
- Member of the Institute of Commercial Forensic Practitioners
- Member of the Association of Certified Fraud Examiners of South Africa

FIELDS OF SPECIALISATION

- Labour and Employment Law
- Regulatory Law
- Procurement Law
- Pension Fund Law
- General High Court Litigation

EXPERIENCE

Faathima is a Director and heads the Employment and Employee Benefits Practice at RW Attorneys. She specializes in Employment Law, Employee Benefits Law, Regulatory Law and Litigation.

Faathima has extensive experience in all aspects of Employment Law, across the private and public sectors, appearing in all the labour forums, including the CCMA, various Bargaining Councils, the Labour Court, the Labour Appeal Court and the High Court. Faathima also presents training on various aspects of Employment Law.

Faathima's focus areas involve advising Executive and Non-Executive Management within Boards, Statutory Councils and Statutory bodies on all aspects of Administrative Law, Public Finance Management Act, Supply Chain Management processes, Regulatory and Interpretation, Procurement and Labour related issues. She is part of the in-house appearance team at the firm and appears in the High Courts and Labour Court. Faathima is also the Employment Equity Officer at the firm.

Faathima was 1st runner up Wiza Award for Labour Law 2019.

Faathima also renders services at the Labour Law Clinic at the Pro-Bono Organization.

2004 – 2004

**POST GRADUATE DIPLOMA IN PUBLIC
ADMINISTRATION**

University of Fort Hare

Courses passed

Introduction to Governance / Public Administration
Research Methodology
Leadership & Public Sector Management
Administrative Theories
Information Technology for Public Sector
Managers
Human Resource Management
Public Financial Resource Management
Project Management
Local Government & Administration
Development Management
Inter-governmental Relations

1991 – 1994

BA Hons Development Studies

University of East Anglia, England

Courses passed

Principles of Economics
Principles of Sociology and Anthropology
International Economic Relations
Gender Divisions in Development
Principles of Politic

Passed with Second Class Honours –
Division Two

Dissertations

Labour Migration Policy in South Africa –
Present, Past and Future

1990 – 1991

Diploma in Development Administration

The South Devon College of Arts and
Technology, Torquay, England.

Course passed

Management
Information and Data Processing
Economics
Law
Politics
Sociology

Passed with First Class

DISSERTATION

UNEVEN DEVELOPMENT BETWEEN
RURAL AND URBAN SOUTH AFRICAN WITH
PARTICULAR REFERENCE TO EMPLOYMENT
OPPORTUNITIES

CURRICULUM VITAE

SURNAME : ██████████

NAME : ██████████

DATE OF BIRTH : ██████████

I.D. NUMBER : ██████████

NATIONALITY : SOUTH AFRICAN

SEX : ██████████

MARITAL STATUS : ██████████

CHILDREN : ██████████

HOME LANGUAGE : ██████████

HEALTH : EXCELLENT

LANGUAGES SPOKEN : ██████████

POSTAL ADDRESS : ██████████

CELLPHONE : ██████████

EMAIL ADDRESS : ██████████

DRIVER'S LICENCE : ██████████



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SIGNATURE: *[Signature]*

RANK: *Captain 2019-07-22*

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

UNITED NATIONS



NATIONS UNIES

Division for Social Policy and Development
DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS
Room DC2-1382, 2 United Nations Plaza, New York, New York 10017
Tel: (212) 963-1996 Fax: (212) 963-3062 e-mail: ito@un.org

REFERENCE:

[REDACTED]

May I express my great appreciation once again for your participation in the United Nations Expert Group Meeting on Building Inclusive Society and Development through Promoting ICT Accessibility: Emerging Issues and Trends recently held in Tokyo, Japan from 19-21 April 2012.

Your contribution to the global knowledge of accessibility greatly added significant value to the expert meeting, as well as to on-going efforts of the United Nations in improving policy frameworks and standards relating to inclusive development, including disability-inclusive disaster and emergency management.

The report of the Meeting will be prepared with your inputs and we will keep you informed of progress these coming weeks.

We would be grateful for any reflections you may have on the expert meeting and inputs for the resource material entitled "Accessibility: Implications for Sustainable and Equitable Development for All", the draft of which was posted before the meeting at the following link: (http://www.un.org/disabilities/documents/egms/cam2012_accessibility_resource_paper.doc). We would also welcome your ideas for strengthening the global network of experts on accessibility and ICT.

Looking forward to our continuing collaboration,

Yours sincerely,

A handwritten signature in black ink, appearing to be "John R. ...".

Secretariat for the Convention on the
Rights of Persons with Disabilities

[REDACTED]
General Manager, Consumer Affairs
Independent Communications Authority of
South Africa
Johannesburg, South Africa



MINISTRY: COMMUNICATIONS
REPUBLIC OF SOUTH AFRICA

Private Bag X950, Pretoria 0001, Tel: +27 12 427 8111 Fax: +27 12 362 6916
Private Bag X9151, Cape Town, 8000, Tel: +27 21 462 9450 Fax: +27 21 462 1646
E-mail: Enquiries.Dcc@dot.gov.za
URL: <http://www.dcc.gov.za>

[REDACTED]
Private Bag x10006
Sandton
2146

[REDACTED]
[REDACTED]
It is my pleasure to appoint you to serve on the Digital [REDACTED] Advisory Council from [REDACTED] until [REDACTED].

The Digital [REDACTED] operates through a non-executive council that oversees the implementation of the Broadcasting Digital Migration process, conduct consumer education and raise awareness on digital migration and its related processes, and advise me accordingly.

I trust that your expertise and experience will be a valuable contribution to the work of the Digital Dzonga.

Yours sincerely

[REDACTED]
[REDACTED]
[REDACTED]
2008-08-01

CV



ADDRESS
PO BOX 8356
Greenstone
1616

TELEPHONE
(012) 400 2099 W

MOBILE PHONE
082 883 9969

GENDER
Male

IDENTITY NUMBER
7304205412082

DRIVERS LICENCE
Code 10

EMAIL
pasekaL@sassa.gov.za

EDUCATION QUALIFICATION

University of the Western Cape: 1997

The Institute for the Advancement of Journalism: 2007

The Institute for the Advancement of Journalism: 2007

Vaal University of Technology (PALAMA): 2010

Nelson Mandela Metropolitan University: 2012

University of the Witwatersrand: 2013

Stellenbosch University: 2015

The Da Vinci Institute for Technology Management: 2018

WORK EXPERIENCE

SOUTH AFRICAN SOCIAL SECURITY AGENCY

Development and implementation of the of SASSA Comstrat. Overall Management of the Agency Campaigns and events. Liaise with stakeholders and write speeches for the CEO and Exco members. Management of media Liaison, Brand Marketing and Public Relations Units.

SOUTH AFRICAN SOCIAL SECURITY AGENCY

Organize press conferences, interviews networking sessions for Exco, write articles opinion pieces, notes and letters to the Editor. Organize any form of Communication opportunities for Exco members. Communicate the implementation of public commitments made by Exco members and input in speech. Responsible for Internal and external newsletter

**Telecommunication Standardization
Bureau**



Geneva, 15 July 2013

Ref: [REDACTED]

Telephone: +41 22 730 5852

Telefax: +41 22 730 5853

E-mail: [REDACTED]

[REDACTED]
Consumer Affairs, South Africa

**Subject: ITU Workshop on Environmentally Sound Management of E-waste
(Durban, South Africa, 9 July 2013)**

Dear [REDACTED]

On behalf of the ITU, I would like to express my utmost gratitude to you for actively contributing to our Workshop on Environmentally Sound Management of E-waste.

Your talk gave participants an invaluable insight on the topics discussed, and your participation greatly contributed to the success of the workshop.

The summary report and the conclusions of this workshop are published at:
<http://www.itu.int/en/ITU-T/Workshops-and-Seminars/sound-mgmt/201307/Pages/default.aspx>

I would like to reiterate my deep appreciation of your participation and I look forward to continuing our successful collaboration in future events.

Yours sincerely,

[REDACTED]
[REDACTED]
Director of the Telecommunication
Standardization Bureau



This is to certify that the

**BEST TELEVISION
PRODUCTION
AWARD**

has been conferred upon

for the programme

in the category

TV3 VARIETY

for the month of

This document is the property of TV3 Pretoria. If you are not the original recipient and find this document in circulation, please return it to the original recipient. If you are not the original recipient, please do not disseminate this document to any other person.

202-111

SA FOOT CLIPPER

Signature: _____
BRANCH MANAGER

Signature: _____
PROGRAMME MANAGER

4.11.88
DATE

Signature: _____
HEAD OF DEPARTMENT



This is to certify that

[REDACTED]

has been awarded the

[REDACTED]

[REDACTED]

for

HIS CONTINUOUS OUTSTANDING CONTRIBUTION
IN PLANNING AND COORDINATING OF "MERITING"

in the category

[REDACTED]

over the period

[REDACTED]

original document...
that objectives...
unauthorised person...
Sign: [Signature]
BRANCH MANAGER

[Signature]
PROGRAMME MANAGER

04.03.1988
DATE

[Signature]
HEAD OF DEPARTMENT

**THE
THOMSON
FOUNDATION**



CERTIFICATE

This is to certify that



**has completed a special course in
"Television News Reporting"
held by The Thomson Foundation at the
South African Broadcasting Corporation's
regional office in Pretoria, South Africa
from 21st to 25th November 1994.**

Amel Ester Omer

where any alteration has been made to this copy
original document and that there is no indication
that alterations have been made thereto by a
unauthorized person on the original.

2010-07-26

SA POST OFFICE

Sign:

[Signature]
BRANCH MANAGER

Organised by the



Television Journalism Training Department



forefront
training & business solutions

CERTIFICATE OF ATTENDANCE

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Signature]

Jan Mann

Branch Manager



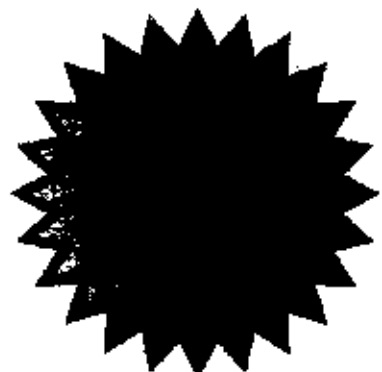
original documents and that there is no indication that alterations have been made hereto by an unauthorized person on the original.

2009-07-27

SUPPORT OFFICE

SEARCH MANAGER

Sign: *[Signature]*





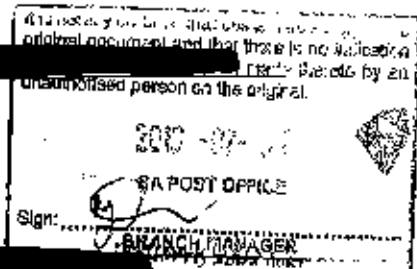
TOKISO
DISPUTE SETTLEMENT
www.tokiso.co.za

CERTIFICATE OF ATTENDANCE

This is to certify that

Attended

Date



[Handwritten Signature]

Trainer
Tokiso Dispute Settlement





**ExecuPrime
Training**

Certificate

This is to Certify that

[REDACTED]

has successfully completed a programme in

[REDACTED]

for the Period

5 DAYS

Date of Issue

[REDACTED]

Serial Number

[REDACTED]

It is hereby certified that this is a true and correct copy of the original document and that there is no indication that alterations have been made thereto by an unauthorised person on the original.

2019-07-05

SA POST OFFICE

Sign: [Signature]
BRANCH MANAGER

Mandi Amari



[Signature]



COMMONWEALTH
TELECOMMUNICATIONS
ORGANISATION

CERTIFICATE OF COMPLETION

This is to certify that

[REDACTED]

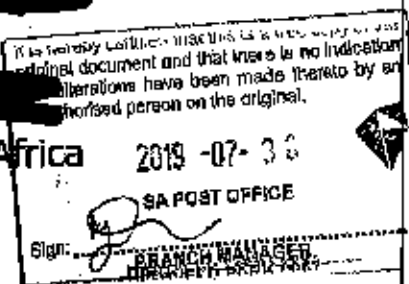
successfully completed a course on

[REDACTED]

[REDACTED]

Johannesburg, South Africa

2019-07-30



On behalf of
BSNL

On behalf of
ICASA

On behalf of
CTO

M. C. Chaube

Senior General Manager

Dinesh Mathibedi

Acting General Manager HR

Dr Ekwow Spio-Garbrah

Chief Executive Officer



This is to certify
that

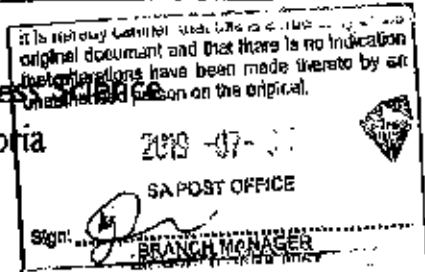


ID: 6711026240068

has attended the



at the
Gordon Institute of Business Science
University of Pretoria



Nick Bredel

20 - 24 May 2013

Professor Nick Bredel
Director

Date



**GORDON
INSTITUTE
OF BUSINESS
SCIENCE**



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA



COMMONWEALTH
TELECOMMUNICATIONS
ORGANISATION

CERTIFICATE OF COMPLETION

This is to certify that

[REDACTED]

successfully participated in and completed a one week

[REDACTED]

[REDACTED]

Cedar Park Conference Centre, Woodmead, RSA

In Association with



On behalf of
Alliances Consulting Group Inc.

Karl Hentschel, B.Eng. SA
Facilitator

It is hereby certified that this is a true and correct copy of the original document and that there is no indication that alterations have been made thereto by an unauthorised person on the original.

On behalf of [REDACTED]

2019-07-06

SA POST OFFICE

Sign: [Handwritten Signature]

BRANCH MANAGER

Dr. Elwou-Spjo Garbrah
Chief Executive Officer

The United States Telecommunications Training Institute

[REDACTED]

The United States Telecommunications Training Institute
of Washington, D.C. hereby certifies that

[REDACTED]

has successfully completed a course of instruction in

[REDACTED]

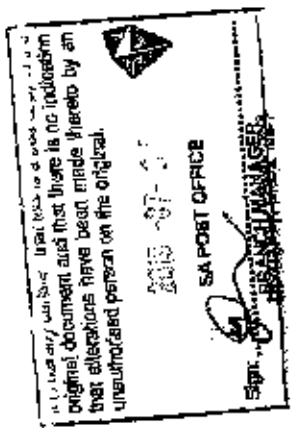
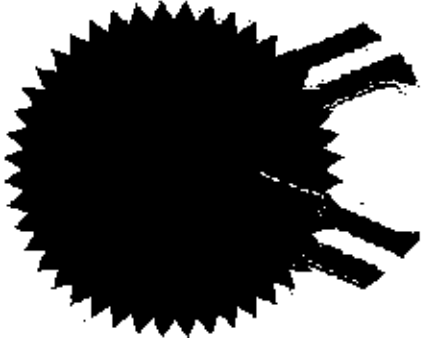
Sponsored by

[REDACTED]

Washington, DC

Michael R. Gardner

USTTI Chairman of the Board





UNIVERSITY COLLEGE LONDON

[REDACTED]

having satisfactorily completed the approved course of study
and the prescribed assessment has been awarded this

[REDACTED]

in the Faculty of the Built Environment.

This is hereby certified that this is a true and correct copy of the original document and that there is no indication that alterations have been made thereto by an unauthorised person on the original.

2019-07-31
SA POST OFFICE

Sign: [Signature]
BRANCH MANAGER

[Signature]

[REDACTED]

REGISTRAR

**Buckinghamshire Chilterns
UNIVERSITY COLLEGE**



This is to certify that

[REDACTED]

has been awarded the degree of

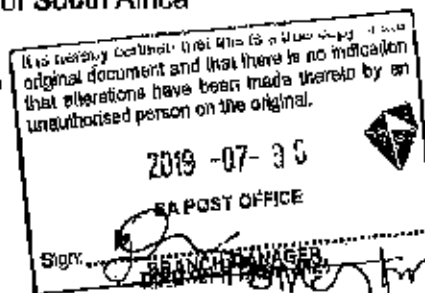
Master

of

[REDACTED]

having successfully completed the necessary studies delivered by
Buckinghamshire Chilterns University College through arrangements
with MANCOSA in the Republic of South Africa

[REDACTED]



Director

Francis Tostes

Academic Registrar



University of South Africa



We certify that

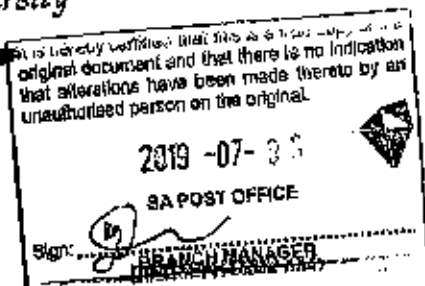
[REDACTED]

having complied with the requirements of the Act
and Statute, was admitted to the degree of

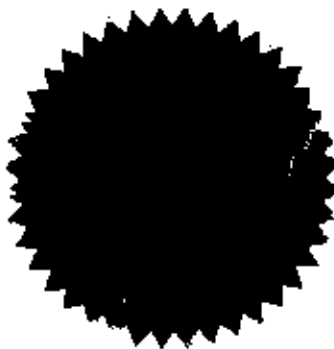
[REDACTED]

at a congregation of the University

[REDACTED]



Marius M...
Vice-Chancellor



B. J. ...
Dean

M. H. ...



The Council and the Senate of the
RAND AFRIKAANS UNIVERSITY
hereby certify that the degree

[REDACTED]

with field of study

[REDACTED]

with all its associated rights and privileges
has been awarded to

[REDACTED]

under the Act and in accordance with the Statutes of the University
at a congregation of the University.

This document certifies that this is a true copy of the original as it appears on the Statutes of the University and that alterations have been made therein by the Council of the University.

2019-07-30

POST OFFICE

Sign: [Signature]

BRANCH MANAGER

[Signature]

Rector

Registrar (Academic)



19 MARCH 1997
Johannesburg
ID 5711025340083



The Council and the Senate of the
RAND AFRIKAANS UNIVERSITY
hereby certify that the degree

MAGISTER ARTIUM

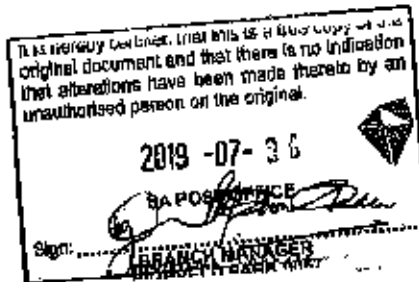
with field of study



with all its associated rights and privileges
in accordance with the Statute of the University
has been awarded to



at a congregation of the University.



Rector

Vice-Rector (Academic)

13 SEPTEMBER 2001
Johannesburg
ID 571102924063





**BUCKINGHAMSHIRE
COLLEGE**

This is to certify that

[REDACTED]

has been awarded the

[REDACTED]

in

[REDACTED]

*having successfully completed the necessary studies delivered by
Buckinghamshire College through arrangements with MANCOSA
in the Republic of South Africa*

It is hereby certified that this is a true and correct copy of the original document and that there is no indication that alterations have been made thereto by an unauthorised person or persons.

DATE: 11/11/81

SUBPOST OFFICE

Sign: [Signature]

BRANCH MANAGER

[Signature]

Director

[Signature]

Clerk to the Governors



**Buckinghamshire Chilterns
UNIVERSITY COLLEGE**

This is to certify that

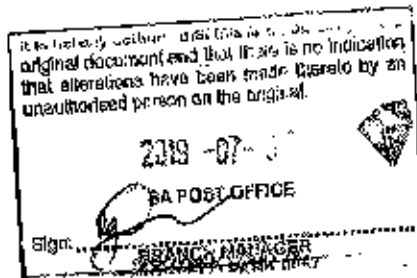
[REDACTED]

has gained the postgraduate award of

[REDACTED]

having successfully completed the necessary studies delivered by
Buckinghamshire Chilterns University College through arrangements
with MANCOSA in the Republic of South Africa

[REDACTED]



Patricia

Director

J. Gay



This is to certify
that

[Redacted Name]

has successfully completed the

[Redacted Course Name]

at the

[Redacted Location]

[Redacted Date]

28 February 2018
If no identity is shown, this is not an original document and that there is no indication that alterations have been made thereto by any unauthorised person on the original.
Date: 2018-02-28
BR POST OFFICE
Sign: [Signature]
BRANCH MANAGER



**GORDON
INSTITUTE
OF BUSINESS
SCIENCE**



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA
Dankuwa - Lesefo Moed - Ditshepo e boetshano

Certificate No.: 180201801000

WORK EXPERIENCE

- ADMINISTRATION BOARD
NORTHERN TRANSVAAL : Employed as the Sport
Organiser
[1977-1980]
- : Employed as Senior
Sport Organiser
[1981-1983]
- SOUTH AFRICAN
BROADCASTING
CORPORATION : Employed as Junior Producer
[1983-1986]
- : Employed as Producer
[1987-1988]
- : Employed as a Senior Producer
[1989-1995]
- : Employed as Specialist Producer
[1995-1997]
- COMMISSION ON GENDER
EQUALITY (CGE) : Employed as Head of
Department: Public
Education & Information
(Senior Management Level)
[1998-2007]
- INDEPENDENT COMMUNICATIONS
AUTHORITY OF SOUTH AFRICA : Employed as General Manager
Consumer Affairs
[2007-2014]

I have devoted all the time to my PhD studies from 2014 to date.

NETWORKING

- PUBLIC SECTOR : Established network with
Senior Officials in Government

PRIVATE SECTOR	:	<i>Established network with the Senior and Executive Officers in the Private Sector</i>
CIVIL SOCIETY	:	<i>Established network with Civil Society Organisations</i>
REGULATORS OF COMMUNICATIONS	:	<i>Established network with Communications Regulators in Southern African Development Community</i>
ICT INDUSTRY	:	<i>Established network with Key stakeholders in the ICT industry nationally and internationally</i>
G3ICT	:	<i>Established network with G3ict, i.e. USA International NGO that collaborate with the UN to promote mobile accessibility by Persons with Disabilities in the world</i>
INTERNATIONAL REGULATORS FORUM	:	<i>Established network and working relations with the International ICT Regulators</i>
INTERNATIONAL TELECOMMUNICATIONS UNION (ITU)	:	<i>Established network with the Executives and Senior Officials of the International Telecommunication Union (ITU)</i>
UNITED NATIONS	:	<i>Established network with the Executive of the UN Department of Economic and Social Affairs</i>

REFERENCES

1.

[REDACTED]

2.

[REDACTED]

GEREGISTREERDE WOON- EN POSTADRES

1. Bewaar die bewys van u GEREGISTREERDE WOON- EN POSTADRES in u hande sakke.

2. Indien u wen adres verander het, of indien besonderhede van u huidige adres, byvoorbeeld adres-nommer, ver- verander het, moet die vorm KENNIGEMING VAN ADRESVERANDERING, wat in die sakkie agter in die identiteitsdokumente is, gebruik word om die verandering aan te meld en moet dit ingedien word by of gemaak word aan die nasie sekerheidsagentskap van die DEPARTMENT VAN BINNELANDSE SAKE.

REGISTERED RESIDENTIAL AND POSTAL ADDRESS

1. Keep the proof of your REGISTERED RESIDENTIAL AND POSTAL ADDRESS in this pocket.

2. If you have changed your address, or, if particulars of your present address, e.g. name of street and/or street number, etc., have been changed, the NOTICE OF CHANGE OF ADDRESS form at the pocket at the back of the Identity documents must be used to report the change and it must be handed in at or posted to the nearest regional/district office of the DEPARTMENT OF HOME AFFAIRS.



S.A. BURGER/S.A. CITIZEN

VAN/SURNAME

VOORNAME/FORNAME(S)

GEBOORTEDISTRIK OF LAND/
DISTRICT OR COUNTRY OF BIRTH
SOUTH AFRICA

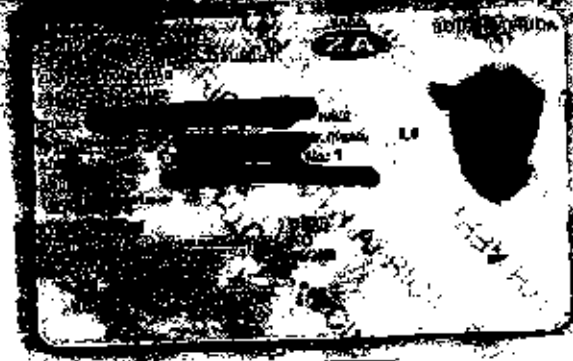
GEBOORTEDATUM/
DATE OF BIRTH



DATUM UITGEREIK/
DATE ISSUED

UITSEERIN BY SA-20 VAN HET
DIREKTORAAT-GENERAAL
BUREAU ADDRESS CARD

ISSUED BY AUTHORITY OF THE
DIRECTOR-GENERAL
HOME AFFAIRS




It is hereby certified that this is a true and correct copy of the original document and that there is no indication that alterations have been made thereto by an unauthorized person on the original.

2819 -07- 80

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Sign: _____
BRANCH MANAGER

CERTIFIED THAT THIS COPY IS A TRUE AND CORRECT COPY OF THE ORIGINAL
 AND THAT NO VISIBLE EVIDENCE HAS BEEN FOUND THAT THE ORIGINAL
 HAS BEEN CHANGED BY ANY UNAUTHORIZED PERSON
 palama
 Public Administration Leadership
 and Management Academy
 REPUBLIC OF SOUTH AFRICA
 SIGNATURE:  DATE: 17/07/2009
 RANK: SPP
 EX OFFICIO COMMISSIONER OF OATHS
 SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA)

This is to certify that



(730420 5412 082)

has successfully completed the module



offered jointly by the Public Administration
 Leadership and Management Academy
 (PALAMA) and Vaal University of Technology

Credit Points: 20

2011-09-15



VUT

Vaal University of Technology

PALAMA: Director-General

VUT: Vice Chancellor & Principal

Your world to a better future



palama

Public Administration Leadership
and Management Academy
REPUBLIC OF SOUTH AFRICA

This is to certify that



has successfully completed the module

STRATEGIC HUMAN RESOURCES MANAGEMENT (SHRM)

offered jointly by the Public Administration
Leadership and Management Academy
(PALAMA) and Vaal University of Technology

NQF Level 8

Credit Points: 20

THIS DOCUMENT IS A TRUE COPY OF THE ORIGINAL
WHICH CAN BE SEEN THAT THE ORIGINAL
BY AN UNAUTHORISED PERSON

DATE 17/07/2011

2011-09-15



VUT

Vaal University of Technology

SIGNATURE: SPP
EX OFFICIO COMMISSIONER OF OATHS
REPUBLIC OF SOUTH AFRICA
SECURITY AGENCY (SASSA)

PALAMA: Director-General

VUT: Vice Chancellor & Principal

Your world to a better future



THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilec Road, Parktown, Johannesburg 2193, South Africa

Accredited by Services and MAPPP SETAs

CERTIFYING THAT THIS DOCUMENT IS A TRUE COPY OF THE ORIGINAL AND THAT NO UNAUTHORIZED CHANGES OR ALTERATIONS HAVE BEEN MADE AND THAT NO UNAUTHORIZED PERSON HAS SIGNED THIS DOCUMENT.

[Signature]
DATE: 22/04/07

BY OFFICE COMMISSIONER OF OATHS
SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA)



has completed a course on

Setting Up A Media Strategy

in Johannesburg, 23 - 25 April, 2007

Jacob Ntshangase
Executive Director: LAJ

Felicity Levine
Course Facilitator

ABRIDGED CURRICULUM VITAE: PRIVATE & CONFIDENTIAL

F. Referees

[REDACTED]	Colleague [REDACTED] [REDACTED] 5808	[REDACTED] [REDACTED]
[REDACTED]	Non-Executive Board Member of Broadband Infraco & Passenger Rail Agency of SA <i>(Former DG of Economic Development)</i>	[REDACTED] [REDACTED]
[REDACTED]	Head of National Traffic Police Road Traffic Infringement Agency (RTMC) 349 Witch-Hazel Avenue Eco-Origin Centurion 0158 <i>(Former Acting National Commissioner of Correctional Services)</i>	[REDACTED] [REDACTED]

- END -

5 m/11/11

ABRIDGED CURRICULUM VITAE: PRIVATE & CONFIDENTIAL

D. Qualifications

Master of Policy Studies	<ul style="list-style-type: none"> Fort Hare & University of Zimbabwe undersigned Southern African Regional Institute for Policy Studies (SARIPS) - 2000
Courses	<ul style="list-style-type: none"> Economic Analysis and Development (Passed with merit), Governance and Policy Making, Regional Integration and Cooperation, Gender Issues in Policy Making, and Social Policy
Dissertation	<ul style="list-style-type: none"> A critical analysis of the implementation of government development communication policy with particular reference to the first Multi-Purpose Community Centre (MPCC) - Tombo MPCC in the Eastern Cape
Higher Diploma in Journalism	<ul style="list-style-type: none"> Rhodes University - 1992
Courses	<ul style="list-style-type: none"> Corporate Communications News writing Radio Journalism Layout and design Media Law
Bachelor of Arts	<ul style="list-style-type: none"> Unisa - 1990
Courses	<ul style="list-style-type: none"> Communication Sociology IsiXhosa Political Science Psychology Communication Law English A1

E. Training - Diplomas and Certificates

Course Name	Institution
Executive Management Development	Wits University for Correctional Services Executive Managers
Project Management	Wits University
Management Development	Executive Education
Advanced Radio Reporting	Nordic SADC Journalism Centre (Namibia)
Radio News and Current Affairs	Institute for the Advancement of Journalism with Deutsche Welle Radio
Media Handling	Institute for the Advancement of Journalism
Forensic investigation	Premier's Office Tender Committee member
Supply Chain Management	Parliament's Bid Specifications Committee Co-Chairperson
Labour Law in the Public Service	Commission for Conciliation Mediation and Arbitration of South Africa (CCMA)

ABRIDGED CURRICULUM VITAE: PRIVATE & CONFIDENTIAL

Brand management

- **Brand strategy development and execution** resulting in improved image of EC-OTP and Premier (8% improved rating by Ipsos Markinor), Parliament's 14-fold increase in brand awareness and 60% positive performance rating, and appreciation of infrastructure development interventions under the PICC. Parliament partnering with Brand SA in remodeling Parliament's brand (current project).

C. Work Experience

Dec 2016 to date	Section Manager Media and Stakeholder Relations	Parliament of the Republic of South Africa Cape Town
<i>Core function</i>	Responsible for policy, strategy development and implementation covering overall communication, media, stakeholders, events management, brand, and development communication.	
Dec 2004 – Nov 2011 <i>(returned 06/2014–11/2016)</i>	Deputy Commissioner of Communication	Department of Correctional Services Pretoria
<i>Core function</i>	<ul style="list-style-type: none"> • Served as a Spokesperson and Head of Communication, responsible for media, marketing, public relations, and internal communication. • I also led strategy development and execution, campaigns, and project management. Awarded Communicator of the Year in 2005 by GCIS. 	
March 2013- May 2014	Media Liaison Officer	Ministry of Economic Development Pretoria
<i>Core function</i>	Served as Spokesperson, a communication advisor, a communication strategy developer and driver, led the Presidential Infrastructure Coordinating Commission's (PICC) profiling strategy, and leader in communication content including speeches/notes/media releases, etc.	
Dec 2011- Feb 2013	General Manager of Communication	Office of the Premier – Eastern Cape
<i>Core function</i>	Served as Spokesperson of EC government, leader of communication strategy development and implementation, advisor, fundraiser, campaign/ project initiator and driver. Promoted to Director of Media Services in 03/1999, after serving as Deputy Director-Media Services from 09/1996. NB: I had also returned to the EC-Premier's Office.	
Dec 1987 – Aug 1996	Executive Producer Talk-show host sub-editor and reporter	Erewhile Radio Ciskei – Bisho - Eastern Cape.
<i>Core function</i>	Served as executive producer of news and current affairs, talk-show host (having hosted President Mandela and who's Who in SA political landscape). Awarded Best Reporter of the Year in 1999.	

ABRIDGED CURRICULUM VITAE: PRIVATE & CONFIDENTIAL

Name

Nationality

A. Contact Details

Residential:

Telephone/Celphone:

Email address:

Work address:

Parliament of South Africa, 90 Plain Street, Cape Town, 8000

B. Competencies

Leadership (served in various positions over years)

- **Parliament's representative** in the Legislative Sector Communications forum and championed the development of a sector strategic framework for communications.
- **Chairperson** of Stanford Mewa Body Corporate, Co-chairperson of Parliament's Bid Specifications Committee.
- **Chairperson of Masters' Students Association** in Zimbabwe.
- **Regional Secretary** of the Association of Democratic Journalists (ADJ – Border Region) represented ADJ in the Radio Freedom Initiated Jubulani Freedom of the Airwaves Conference in Netherlands.
- **Chairperson** of a communications committee of Zone 10 – Pretoria East – of the African National Congress that developed a communication strategy for 2016 elections.
- **Others:** Secretary of Corrections Conference Resolutions Committee in Kenya, Board Member of Public Relations Management Board for Border Technikon, Board Member of Border Council of Churches Rural Development Programme representing Inter-Church Youth, Coordinator of speech writing team for Corrections launch conference in Zambia, etc.

Strategic management

- **Panelist** in Parliament's strategic planning session of the senior management.
- **Communication strategy development**, execution as well as monitoring and evaluation in various institutions including: Eastern Cape Premier's Office (EC-OYP), Ministry of Economic Development (EDD), Correctional Services (DCS), Parliament of South Africa and SA' Legislative Sector. All these produced great outcomes as measured internally and independently.

Monetary management and fund raising

- **Managed Budgets** worth tens of millions as Head of Communication in various institutions.
- **Conceptualised new projects / campaigns** and fundraised within public sector, across stakeholders/partners, and from donor communities to drive successful execution. These

ABRIDGED CURRICULUM VITAE: PRIVATE & CONFIDENTIAL

	<p>include: EC Premier's Excellence Awards, Corrections Excellence Awards, 1st Government Tele-Video Conference Centre in Premier's Office (DFID funded), Parliament's Centenary Celebration of Madiba-MaSisulu's birth, etc.</p>
Professional corporate events management	<ul style="list-style-type: none"> • Drove policy and Standard Operating Procedures for events, conceptualization, and execution of flagship corporate events. Highlights include: State of the Nation Address (leading communications in 2017, 2018 and 2019), Premier's Excellence Awards, Corrections Excellence Awards, State of the Province Addresses, Budget Vote speech campaigns, Inscriptions of Values on Parliament's stairs, etc.
Market research and advisory services	<ul style="list-style-type: none"> • Championed outcomes-based market research in EC, Economic Development, Correctional Services and Parliament. These covered public perceptions, stakeholder satisfaction index, and net reputational score in media, which helped in evidence based strategic planning, execution, monitoring, and evaluation (overcoming resistance).
People management and inspiration	<ul style="list-style-type: none"> • Through exemplary and servant leadership, across the workplaces, workers/staff was inspired and empowered to believe in themselves and the positive possibilities. Facilitated skills development and improved performance management.
Stakeholder relations management	<ul style="list-style-type: none"> • Developed stakeholder engagement strategies and programme of action in EC, EDD, DCS and Parliament. Introduced improved means of engaging stakeholders, service charters, stakeholder satisfaction index and interventions to improve relations.
Project management	<ul style="list-style-type: none"> • Led major projects and campaigns include: People's Forum outreach, Installation of the State-of-the-Art Tele-Video Conference Centre, Excellence Awards in EC-OTP & DCS, Mandela-Sisulu Centenary Celebrations, 20-year celebrations- of Corrections and Presidential Infrastructure Coordinating Commission (PICC) progress, SONA, etc.
Strategic content development, speeches, etc.	<ul style="list-style-type: none"> • Institutional performance reports, annual reports, State of the Province and Budget Vote Speeches, Issue Management Frameworks, speaking notes and anticipated Questions-From-Hell.
Cutting edge creativity and innovativeness	<ul style="list-style-type: none"> • Pride in having conceptualized, executed and shared communication best practices which include: Tele-Video conference in EC-OTP, Broadcast to Big Screens the SOPA & Budget Speech, Excellence Awards in EC-OTP & DCS, Corrections Week campaign, Operation Vele-festive season security campaign plan, Operation Funda, Madiba-Sisulu Centenary celebrations of Parliament including NPU plans, Silver Jubilee Celebrations of Freedom and Democratic Parliamentary System in South Africa. Served with the IT head as representatives of the EC Premier's Office in the Presidential National Commission on Information Society and Development from 2001.

30

[REDACTED]

29 July 2019

RECEIVED
2019-07-01
RECEIVED

The Chief Director
Human Resources
Government Communication and Information System (GCIS)
Private Bag X745
Pretoria
0001

[REDACTED]

Dear Sir

RE: APPLICATION FOR THE POSITION OF DIRECTOR-GENERAL: REF NUMBER-3/1/5/1 – 19/43

I wish to declare my availability for consideration in filling the advertised position of Director General of Government Communication and Information System (GCIS), that was advertised in the Sunday Times of 14 July 2019.

I trust that my relevant educational qualifications and extensive experience, place me in good standing for consideration in filling this very critical position at GCIS and in government, particularly during this critical phase in the evolution of South Africa. These include a Masters Degree in Policy Studies, and over three decades of relevant experience in the communications industry. Twenty years of this experience has been at senior and executive management positions in the public sector, including Parliament, Ministry of Economic Development, Correctional Services and the Office of the Premier in the Eastern Cape.

Over these years, I have been at the forefront of developing and successfully implementing comprehensive communication strategies, innovative programmes and campaigns, optimising Information and Communication Technologies, as well as mobilising stakeholders to collaborate to increase the scope, reach and impact of communication efforts.

I have gained and grown in many respects over the years, and I am more than ready to take up a greater responsibility as tabulated in the advertisement for the Director-General of GCIS.

I have attached my curriculum vitae for your consideration.

Kind regards

[REDACTED]

Handwritten signature



UNIVERSITY OF STELLENBOSCH
UNIVERSITEIT VAN STELLENBOSCH

USB EXECUTIVE DEVELOPMENT LTD USB BESTUURSONTWIKKELING BPK

getuigenskap dat
die volgende kursusse voltooi is



die volgende kursus suksesvol voltooi het
successfully completed the following course

PROGRAMME IN NATIONAL PAYMENT SYSTEMS

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SIGNATURE..... <i>[Signature]</i>	Vir die periode / the period	
RANK..... SPP	DATE..... 17/07/2015	the period
EX OFFICIO COMMISSIONER OF OATHS SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA)		
26.01.2015 - 29.01.2015		

Piet Naude,
Director/Direkteur USB

Erik Landman
Chief Executive Officer
Hoof-Uitvoerende Beambte

USB
Executive Development Ltd
University of Stellenbosch Business School



UNIVERSITY OF THE WITWATERSRAND,

JOHANNESBURG

Certificate of Competence

Faculty of Commerce, Law & Management

[Redacted Name]

This is to certify that

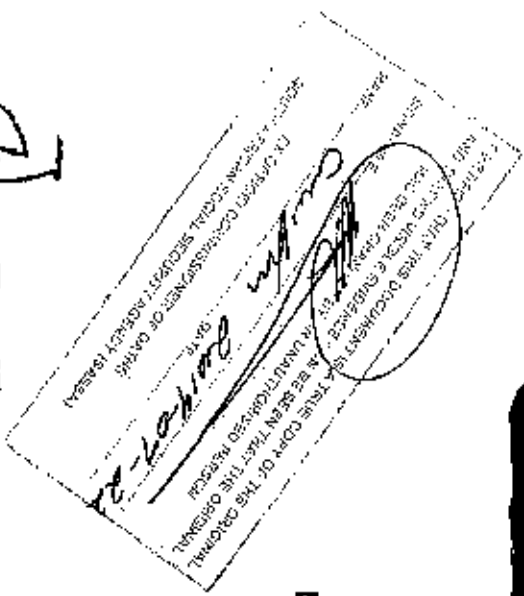
[Redacted Name]

from 04 March 2013 to 30 August 2013

has met the minimum requirements for competence in

Social Theory

(details overleaf)



[Handwritten Signature]

Head, Graduate School of Public And Development Management

Dean, Faculty of Commerce, Law & Management

[Handwritten Signature]

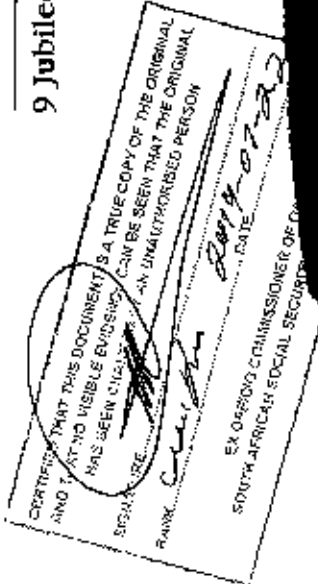
Date of Issue: 05 September 2013



THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2193, South Africa


Accredited by Services and MAPP SETAs




has completed a course on

Handling the Media

in Johannesburg, 29 January - 02 February, 2007


Executive Director: LAJ


Felicity Levine
Course Facilitator

SKILLS ACQUIRED

- Organizational
- Managerial and Group dynamic
- Leadership & Facilitation
- Negotiations & Facilitation
- Computer
- Writing & Public Speaking
- Planning workshop
- Dealing with pressure
- Assertive & Communication

REFERENCES

1. [REDACTED]
[REDACTED]
Gauteng
(012) 312 5542
[REDACTED]
2. [REDACTED]
[REDACTED] at
Law
[REDACTED]
(011) 482 9111
3. [REDACTED]
(Member of Parliament)
Deputy Minister:
Cooperative Governance
and Traditional Affairs
012 427 8575
[REDACTED]

WORK EXPERIENCE

[REDACTED]
[REDACTED]

Organize media conferences, interviews and information sessions for the Minister. Write articles opinion pieces notes and letters to the Editor. Organize unmediated communication opportunities for the Ministry e.g. Imbizo. Communicate the implementation of public commitments made by the Minister and inputs in speech writing.

PERSONAL ADVISOR TO THE CHAIRPERSON OF COMMITTEES GAUTENG PROVINCIAL LEGISLATURE

Provide advice with regard to Provincial and NCOP Legislation, Public Participation and Oversight in the Office of the Chairperson, Leader of the House, Chief Whip and the Speaker. Critic the Media and brief the Chairperson, where possible prepare a response on behalf of the Chairperson. Write speeches and briefings for the Offices mentioned above. Liase with Parliamentary Constituency Office and brief the Offices Above for day to day Developments.

SPOKESPERSON (NATIONAL EXECUTIVE COMMITTEE) AFRICAN NATIONAL CONGRESS YOUTH LEAGUE

Coordinate the press conference on behalf of the ANCYL write speeches and represent the ANCYL where necessary

[REDACTED] UNIVERSITY OF JOHANNESBURG

Topic: The role of Social Security in Poverty alleviation

SECRETARY FOR POLITICAL EDUCATION (NATIONAL EXECUTIVE COMMITTEE) SOUTH AFRICAN STUDENT'S CONGRESS

[REDACTED] UNIVERSITY OF THE WESTERN CAPE

[REDACTED] SOUTH AFRICAN STUDENTS CONGRESS

[REDACTED] UNIVERSITY OF THE WESTERN CAPE

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SIGNATURE

RANK SPP

DATE 17/07/07

EX OFFICIO COMMISSIONER OF OATHS
SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA)



University of the Western Cape

The

[REDACTED]

was awarded to

[REDACTED]

on

[REDACTED]

Prince

Registrar

B. O'Connell

Vice-Chancellor



200709009116

GEREGISTREERDE WOON- EN POSADRES

1. Bewaar die bewys van u GEREGISTREERDE WOON- EN POSADRES in u hande sakke.

2. Indien u van adres verander het, of in 'n besonderhede van u huidige adres, byvoorbeeld adres nommer, ens. verander het, moet die vorm KENNISGEWING VAN ADRESVERANDERING, wat in die sakke saam in die identiteitsdokumente, gebruik word by die veranderingsaan te meld, en versel dit ingedien word by of geops word aan die nabyste streek- of streeklou van die DEPARTEMENT VAN BINNELANDSE SAKE.

REGISTERED RESIDENTIAL AND POSTAL ADDRESS

1. Keep the proof of your REGISTERED RESIDENTIAL AND POSTAL ADDRESS in your pocket.

2. If you have changed your address, or if particulars of your present address, e.g. name of street and/or street number, etc., have been changed, the NOTICE OF CHANGE OF ADDRESS form in the pocket at the back of the identity documents must be used to report the change and it must be handed in or posted to the nearest regional district office of the DEPARTMENT OF HOME AFFAIRS.



S. A. BURGER / S. A. CITIZEN

VAN (SURNAME) [REDACTED]

VOORNAME (FORENAMES) [REDACTED]

GEBOORTEDISTRIK OF LAND / DISTRICT OR COUNTRY OF BIRTH

SOUTH AFRICA

GEBOORTEDATUM / DATE OF BIRTH [REDACTED]



DATA VAN TOEGANG / DATE OF ENTRY [REDACTED]

UNTERSKRIF VAN TOEGANG / SIGNATURE OF ENTRY [REDACTED]

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SIGNATURE: *[Signature]*

RANK: *CP9* DATE: *16/07/2019*

EX OFFICIO COMMISSIONER OF OATHS
SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA)

DEPARTMENT OF HOME AFFAIRS

**APPLICATIONS**

Applications must be sent in time to the correct address as indicated at the bottom of each post, on or before the closing date. Applications sent to a wrong address and/or received after the closing date or those that do not comply with the requirements, will not be taken into consideration.

**CLOSING DATE
NOTE**

06 December 2019

Applications must be submitted on the Application for Employment Form (Z.83), obtainable from any Public Service department or at www.gov.za and must be accompanied by a comprehensive CV, citing the start and end date (dd/mm/yr) of each employment period to be considered, together with a copy of highest qualification relevant to the post, Certified copies of ID Document and Driver's Licence where relevant. It is the responsibility of applicants in possession of foreign qualifications to submit evaluated results by the South African Qualifications Authority. All shortlisted candidates for posts on Salary Level 9 and above will be subjected to a technical assessment that intends to test relevant technical elements of the job all identified candidates on Salary Level 11 and above will further undergo a competency assessment, which applies transversally across the Public Service. All recommended candidates, irrespective of the salary level, will be subject to Employment Suitability Checks (Credit, Criminal, Citizenship, Employment and Reference and Qualification Checks). Candidates who meet the requirements and reside within close proximity of the office where the post is based, will receive preference. Kindly note that, for e-mailed applications, should you not receive an acknowledgement of receipt/ confirmation advice, this could mean that your application did not reach us due to the size of the attachments exceeding 2.5MB. Should this occur, we suggest you resend your application in 2 or 3 parts, splitting the attachments accordingly.

MANAGEMENT ECHELON**POST 42/39**

DIRECTOR-GENERAL: DEPARTMENT OF HOME AFFAIRS REF NO: HRMC 59/19/1

(6 year fixed contract)

Re-advertisement (Candidates who applied for the above-mentioned post need not re-apply as their candidature will be considered)

SALARY

R1 978 533 - R2 228 820 per annum (Level 16), (All-inclusive salary package) structured as follows: Basic salary – 70% of package, State contribution to the Government Employee Pension Fund 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

**CENTRE
REQUIREMENTS**

Head Office, Pretoria

An undergraduate qualification at (NQF level 7) and a postgraduate qualification of (NQF Level 8) as recognised by SAQA. 8-10 years' experience at a senior managerial level (5 years must be as a member of the SMS in the Public Service). Extensive management experience, exceptional ability to innovate thought, vision, drive and strong leadership abilities. Knowledge of the Constitution of South Africa, Public Service Regulatory Framework, Public Finance Management Act and National Treasury. Knowledge of all relevant Departmental Human Resource Frameworks. Understanding of broad-based economic empowerment principles. Knowledge of the principles and techniques of Corporate Governance. Good understanding of Government programme of action and priorities. Proven track record of leading Change Management initiatives. Strategic capabilities and leadership. Service delivery innovation, client orientation and customer focus. People management and development. Programme and project management. Communication. Knowledge and information management. Decision making and initiation action. Presentation, negotiation and business report writing skills. Problem solving and analysis. Diplomacy, coaching and facilitating and technical skills. On call, extensive travelling and extended working hours are required. Weekend working hours may be required.

DUTIES

The successful candidate will be responsible for, amongst others, the following specific tasks: Serve as the Accounting Officer of the Department in line with the PFMA and the established strategic direction of the Department to ensure alignment of business plans with the Annual Performance Plans (APP) of the Department. Provide strategic leadership and high level direction in the effective and efficient management and

Department of Communications and Digital Technologies

The Department of Communications and Digital Technologies is inviting applications from persons who are suitably qualified to join the Department as it strives to be the employer of choice in the Public Service and the preferred place in the ICT sector for intellectual stimulation, leadership growth and national contribution.

APPLICATIONS: Please forward your application via email to: [REDACTED] (quoting the relevant reference in the subject line).

Note: Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies not older than six (6) months of all qualification(s), and ID document. Applications received after the closing date will not be considered. e-mailed applications will be considered. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. All qualifications are subject to verification. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. All Senior Management Service appointments are subject to security clearance procedures before and after assumption of duty, declaration of financial interests within 30 days of appointment, entering into an employment contract and signing of a performance agreement. Competency assessments as well as technical exercises will be conducted for all SMS posts. Before a letter of appointment will be issued, the successful completion of the Public Service Senior Management Leadership Programme, [REDACTED] as endorsed by the National School of Government available as an online course on [REDACTED] will be required. If you have not been contacted within three (3) months of the closing date, please accept that your application was unsuccessful. Please note that CV's submitted will be destroyed after the three (3) months period. The Department reserves the right not to make appointment(s) to the advertised post(s). Candidates, whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.

CLOSING DATE: 21 August 2020

SMS POST

POSITION: DIRECTOR-GENERAL: COMMUNICATIONS AND DIGITAL TECHNOLOGIES (5 YEAR CONTRACT)

SALARY: An all-inclusive package of R1 978 533 per annum (Salary Level 16), comprising of a basic salary (70% of package, employer's contribution to the Government Employee Pension Fund (15% of basic salary) and a flexible portion. A non-pensionable allowance equal to 10% of the annual all-inclusive remuneration package is also payable.

CENTRE: Pretoria, Hatfield

REQUIREMENTS: A comprehensive understanding of public policy, preferable in the ICT sector, and proven knowledge of the dynamics of the new converged environment. A Senior Certificate, an Undergraduate Qualification and a Post Graduate Qualification (NQF level 8) as recognized by the South African Qualifications Authority (SAQA). Applicants should have 8 to 10 years of experience at a senior managerial level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996). Advanced knowledge of South African ICT sector, its policies and how they are impacted on by global development will be an added advantage.

COMPETENCIES: Extensive knowledge of the Public Service Regulatory Frameworks, inclusive but not limited to the Constitution, Public Service Act and Regulations, Public Administration Management Act, 2014 (PAMA), the Public Finance Management Act, 1999, Supply Chain Management procedures and other relevant prescripts. Sound knowledge of the ICT regulatory environment. Sound financial and economic monitoring/analysis capabilities, and proven change management abilities. Advanced knowledge of management and service delivery

CHIEF EXECUTIVE OFFICER REF NO: GPW 19/35 (5 YEAR CONTRACT APPOINTMENT) (THIS IS A RE-ADVERTISEMENT, CANDIDATES WHO PREVIOUSLY APPLIED AND ARE STILL INTERESTED ARE REQUIRED TO APPLY)

CENTRE:

Pretoria

SALARY:

An all-inclusive salary package of R1 978 533 per annum (subject to applicable rules), structured as follows: Basic salary - 70% of package; State contribution to the Government Employee Pension Fund - (13% of basic salary), non-pensionable Head of Department allowance - 10% of basic salary, The remaining flexible portion may be structured in terms of the applicable remuneration rules. (Level 16)

REQUIREMENTS:

An appropriate recognized undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) or equivalent qualification, recognized by SAQA; coupled with 8 to 10 years' experience at a senior managerial level, of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1996 • The candidate envisaged for appointment must be a dynamic leader with a strong financial background and business acumen and must have extensive knowledge of the PFMA and Treasury Regulations • A strong understanding of corporate governance and the entire legislative and regulatory framework applicable thereto • The incumbent will have excellent verbal and written communication skills, as well as a strong business acumen • Au fait in strategic capability and leadership, service delivery innovation, client orientation and customer care and problem solving and analysis • A valid driver's license and willingness to travel extensively and work extended hours is required

DUTIES:

The successful candidate will be responsible for leading the Government Printing Works in setting a clear and compelling service-vision, which translates into the effective achievement of its strategic mandate and growing of business to ensure self-sustainability • Foster partnerships with relevant stakeholders (Internally and externally), thereby optimizing the Department's contribution to the achievement of the National Development Plan • Ensure compliance with national and appropriate internationally regulations • Ensure continuous improvement in the quality and value of services rendered by the Department • Establish and maintain an organizational structure which supports the accomplishment of operational and strategic goals, Implement and ensure compliance with corporate governance and all the relevant legislative and regulatory frameworks based on the King III principles, and ensure effective resource management.

ENQUIRIES:

[REDACTED]

ENQUIRIES
APPLICATIONS

administration of the Department. Manage and ensure policy analysis, development and implementation. Provide advisory support to the Executive Authority (Minister). Promote Inter and Intra government relations and participate and represent the Department in various forums. Development and implementation of policy, departmental strategy, procedure, Directives, Acts, Regulations and Legislations. Management of resources (physical, human and financial).

Ms C Mocke Tel No: (012) 406 4153/082 301 8580

Quoting the relevant reference number, direct your Application for Employment Form (Z.83), a comprehensive CV, together with a certified copy of highest qualification relevant to the post, Certified copies of ID Document and Driver's Licence, by closing date to: e-mail: DGrecruitment@dha.gov.za

Submission on the recommendation for the nomination of new members to the Independent Regulatory Board for Auditors (IRBA)

1. PURPOSE

- 1.1 To request the Deployment Committee to support the nomination of Ms [REDACTED] and [REDACTED] Ms [REDACTED] Mr [REDACTED] and Professor [REDACTED] be appointed as Members of the Board of the Independent Regulatory Board for Auditors (IRBA) for a period of two (2) years, commencing from the date of approval by Cabinet subject to verification of qualifications and security clearance to be conducted by the Board of IRBA.

2. SUMMARY

- 2.1 The previous Board of IRBA comprised of six members and was appointed on 10 May 2017 and their term was subsequently extended by the Minister of Finance to 9 May 2020. As from 10 May 2020 the IRBA has been without a Board and the Chief Executive Officer has assumed the role of Accounting Authority in accordance with section 49 of the Public Finance Management Act, Act 1 of 1999 (PFMA).
- 2.2 The Board has three sub-committees, the Audit and Risk Management Committee, Disciplinary Advisory Committee and the Operations Committee, and the Board members will also be nominated to a sub-committee.
- 2.3 The Minister of Finance is of the view that the ten (10) new members proposed will be suitable to ensure that IRBA achieve its strategic objectives and fulfil its mandate in a period where the auditing profession as a whole needs restoration.

3. DISCUSSION

Overview of the IRBA

- 3.1 IRBA is the regulator of the auditing profession and adheres to the highest ethics and standards, the mission is to protect the financial interests of the

SECRET

South African public and international investors through effective regulation of assurance in accordance with internationally recognised standards and processes.

3.2 The IRBA was established in terms of the Auditing Profession Act, Act 26 of 2005. Section 11 of the Auditing Profession Act provides that the Regulatory Board consists of not less than six but not more than 10 non-executive members appointed by the Minister. **(Annexure A).**

3.3 The previous IRBA Board comprised of (6) six members whose term has come to an end on 9 May 2020. The Minister is recommending the appointment of a total of 10 non-executive members to the Board.

APPOINTMENT OF BOARD MEMBERS

3.4 [REDACTED] is a qualified CA (SA); she is an experienced executive and non-executive director with 19 years' experience in serving in various governance positions in the public and private sector. She has a substantial understanding of good corporate governance, corporate strategy and enterprise wide risk management to name just a few, and this will be very valuable at IRBA. She currently also holds a number of other non-executive appointments.

3.5 [REDACTED] has extensive legal experience; he will be extremely valuable to the IRBA Board that must deal with audit inspections and disciplinary cases. [REDACTED] has vast experience in government policies and procedures as has served as the Head of Department for the North West Local Government and Housing department from 2001-2009 and North West Public Safety department from 2010-2011.

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- 3.6 [REDACTED] is a CA (SA) and has had a very successful career at the South African Reserve bank. He was appointed as the Deputy Registrar of Banks from 1 April 2006 to August 2013 and in this role he was involved with various governance structures of the major banks. Following retirement from the Reserve Bank he was appointed as the Chief Risk Officer of uBank Limited.
- 3.7 [REDACTED] has 13 years' experience in auditing, finance, private equity and investment management. She is a qualified CA (SA) and has also completed her MBA. She is currently employed at Lonrho Group as an investment manager and also serves as a non-executive board member for Bigen Africa (Pty) Ltd.
- 3.8 [REDACTED] has extensive experience corporate strategy and business systems implementation, and has served on a number of committees and boards. She holds a post graduate diploma in business administration and she is a member of the Institute for Bankers South Africa (CAIB). She specializes in risk management and corporate governance.
- 3.9 [REDACTED] is a CA (SA) and has extensive experience and has been a director and board member of numerous companies. During his long career he was Chairman of EY and President of the Johannesburg Stock Exchange, as well as the CEO of Liberty and Chairman of Sanlam. He is a founding member of the King Committee and is still serving as a member, he also served in the Governance Review Task team of SAICA. He is currently a director at SASFIN Financial Services (Pty) Ltd and at ASPEN Pharmacare Holdings Ltd.
- 3.10 [REDACTED] is a CA (SA) and has extensive experience in the financial services sector spanning over 40 years with various roles including group internal audit executive for Old Mutual and group finance director for

SECRET

MMI Holdings. His Board experience includes serving as non-executive director on a number of boards such as Santam (member of audit and risk committee), BrightRock Group (Chairman of the audit, risk and investment committee), Centriq group (member of the audit, risk and investment committee) and Miway group (member of the audit and risk committee).

3.11 [REDACTED] is a CA (SA) and her experience include serving on the Boards of Senwes (Agri businesses), Cell C (Chairperson of Audit Committee), Adcorp, EOH (Chairman of Risk and Governance committee), Land Bank, Land Bank Insurance Company (Chairperson of Investment & Actuarial Committee), Chairperson of Sybrin (EOH subsidiary), ETG Input Holdings (Chairperson of Audit committee) and Murray & Roberts amongst others.

3.12 [REDACTED] has over 45 years of experience in accounting, auditing, consulting and advisory work. In December 1999, he was appointed by the President of the Republic of South Africa as Auditor-General of South Africa for a seven-year term which ended in November 2006. He also served as Chairperson of the United Nations Panel of External Auditors and he was the Secretary General for the Auditors General Association on the African Continent. Previous experience includes being the Group Executive of Business Risk Management for MTN. He retired as full time executive at MTN in February 2005, and he currently serves on the Boards of various companies and community based non-profit organisations.

3.13 [REDACTED] is the first black female Associate Professor in Auditing and is also a CA (SA). She is a member of the Davis Tax Committee and is an academic representative on the Auditing Guidance committee of SAICA as well as on the Board of the PwC Business School.

SECRET

3.14 The Curricula Vitae's (CVs) of the proposed candidates are attached as **Annexure B**.

3.15 In effecting these appointments, the Board will comprise of 10 Board Members. **Annexure C** attached illustrates the Board's composition, inclusive of the proposed appointments depicting gender, race and Board members' areas of expertise.

3.16 The King III Report on Corporate Governance recommends that the Board comprises of a majority of non-executive directors. The IRBA Board comprises of 100% non-executive and 100% independent directors.

4. IMPLEMENTATION PLAN

The appointment of the ten Board members will be effective from commencing from the date of approval by Cabinet.

5. ORGANISATIONAL AND PERSONNEL IMPLICATIONS

None for Government. Remuneration of Boardmembers from outside the public service will be paid by IRBA.

6. FINANCIAL IMPLICATIONS

None. The proposed nominees will be replacing the outgoing members of the Board which have been budgeted for by IRBA.

7. RISK / RISK MITIGATION

The appointment of the Boardmembers are in line with the legislation. There are no further risks identified.

8. COMMUNICATION IMPLICATIONS

Upon approval of the appointment to the Board, these Board members will be informed of their appointments.

9. CONSTITUTIONAL IMPLICATIONS

None.

10. IMPLICATIONS FOR VULNERABLE GROUPS

None.

11. SECURITY IMPLICATIONS

None

12. DEPARTMENTS AND PARTIES CONSULTED, RESPONSES AND COMMENTS

12.1 The Cabinet Memorandum was not prepared in consultation with the Governance and Administration Cluster because the Auditing Profession Act, (Act 26 of 2005), outlines the Board appointment process.

13. RECOMMENDATIONS

13.1 It is recommended that the Deployment Committee:

(a) Supports the nomination of

and

be appointed as Members of the IRBA Board for a period of two (2) years, commencing from the date of

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approval by Cabinet subject to verification of qualifications and security clearance to be conducted by the Board of IRBA.

SECRET

LEPELLE NORTHERN WATER BOARD

INTERVIEWS REPORT

FOR DEPLOYMENT COMMITTEE

BY

COMRADE ~~XXXXXXXXXX~~

MARCH 2021

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EXECUTIVE SUMMARY AND BRIEFING NOTES OF THE LEPELLE NORTHERN WATER BOARD INTERVIEWS HELD ON THE 13TH MARCH 2021

Water Boards play a critical role within the water value chain. In this regard, the Minister of Human Settlements, Water and Sanitation as the Executive Authority and Shareholder of Boards is responsible for the appointment of suitable board members installed to take forward the strategic priorities of the water sector, particularly as it relates to service delivery. The term of office for Lepelle Northern Water has expired and Minister appointed a Selection Panel to support the process of appointing the new Board members.

The Board of Lepelle Northern Water was appointed in February 2016 and its term of office expired in March 2020. The Minister extended the term of office of the Board until end of April 2020. Thereafter, an interim Board was appointed with effect from 1 May 2020, until such a time where a new Board is appointed.

The calling for nominations closed on 30 June 2020 and a total of 181 nominations were received, of which 59 candidates were nominations with a Proposer and Second, which serve as a qualifying criterion (as per the advertisement). Fifty-two (52) candidates were nominated with the Proposer only, and 70 candidates were nominated without the Proposer and Second. The latter groups are disqualified based on the conditions stipulated within the approved advertisement.

The Minister of Human Settlements, Water and Sanitation appointed a Selection Panel on 03 February 2021 to support the process of selecting Board members for the Water Sector Entities.

The Selection Panel convened on 13 February 2021; virtually through MS Teams to short-list the candidates for the appointment to the Board of Lepelle Northern Water. A total of twenty (20) eligible Board members were shortlisted for interview, such included seven (7) applications from the interim Board members of Lepelle Northern Water.

The Selection Panel convened on 13 March 2021, through Microsoft Team (a virtual platform) to interview the twenty (20) shortlisted candidates. Of the twenty (20) candidates, nineteen (19) candidates were interviewed, as one candidate withdraw the invitation to be interviewed for Board membership.

After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process.

The Deployment Committee is requested to note the Board appointment process of the Lepelle Northern Water and approve its Chairperson and Deputy Chairperson from the recommended candidates as indicate in the Interview Report.

**INTERVIEW REPORT BY THE SELECTION PANEL ON THE RECOMMENDED
CANDIDATES FOR APPOINTMENT IN THE NEW BOARD OF LEPELLE NORTHERN
WATER**

1. INTRODUCTION

Water Boards play a critical role within the water value chain. In this regard, the Minister of Human Settlements, Water and Sanitation as the Executive Authority and Shareholder of Boards is responsible for the appointment of suitable board members installed to take forward the strategic priorities of the water sector, particularly as it relates to service delivery. The term of office for Lepelle Northern Water has expired and Minister appointed a Selection Panel to support the process of appointing the new Board members.

The primary role of Lepelle Northern Water is the provision of bulk water and related services to the Municipal areas of Middle Letaba, which serves both Vhembe and Mopani District Municipalities, Olifants River Water development Project which serves Polokwane Municipality, Sekhukhune District and Capricorn District Municipality and Mogalakwena Local Municipality in Polokwane. It is also recognised that Lepelle Northern Water Board operates within province with major water and sanitation backlogs and most importantly provides bulk water services to municipalities with little economic activities.

The Selection Panel would like to express its gratitude and appreciation to the Department of Water and Sanitation as well as the Minister of Human Settlements, Water and Sanitation for all the support provided. The support provided enabled the Panel to deal with and conclude interviews of candidates during the meeting held on 13 March 2021.

2. BACKGROUND

The Board of Lepelle Northern Water was appointed in February 2016 and its term of office expired in March 2020. The Minister extended the term of office of the Board until end of April 2020. Thereafter, an interim Board was appointed with effect from 1 May 2020, until such a time where a new Board is appointed.

The calling for nominations closed on 30 June 2020 and a total of 181 nominations were received, of which 59 candidates were nominations with a Proposer and Seconder, which serve as a qualifying criterion (as per the advertisement). Fifty-two (52) candidates were nominated with the Proposer only, and 70 candidates were nominated without the Proposer and Seconder. The latter groups are disqualified based on the conditions stipulated within the approved advertisement.

The Minister of Human Settlements, Water and Sanitation appointed a Selection Panel on 03 February 2021 to support the process of selecting Board members for the Water Sector Entities. The table below indicates the members of the Selection Panel as approved by the Minister:

No.	Name and Surname	Profile	Designation on the Selection Panel
1.	[REDACTED]	Chairperson: Select Committee Cooperative Governance and Traditional Affairs, Water and Sanitation and Human Settlements	Chairperson
2.	[REDACTED]	Advisor to the Minister of Human Settlements, Water and Sanitation	Ordinary Member
3.	[REDACTED]	Representative of the Premier of Limpopo Province	Ordinary Member
4.	[REDACTED]	Head of Administration Water and Sanitation	Ordinary Member
5.	[REDACTED]	Member of Minister's Advisory Panel for Human Settlements	Ordinary Member
6.	[REDACTED]	Acting Director-General: Water and Sanitation	Ordinary Member

Honourable, T Dodovu, the Chairperson of Selection Panel tendered his apology due to death in the family. Mr Beza Ntshona was nominated and confirmed by fellow panellist to stand in as Chairperson of the Selection Panel, so that the selection panel may go ahead and complete the interviews for Lepelle Northern Water.

In addition to the members of the Selection Panel, the following officials were also present to provide administrative support to the Selection Panel:

Ms T Sigwaza-DWS (Institutional Oversight)
Ms E Bofilatos-DWS (Institutional Oversight)
Ms N Ingwane-DWS (Institutional Oversight)
Ms S Govender-DWS (Institutional Oversight)
Ms N Mbele-DWS (Institutional Oversight)

3. SELECTION PROCESS

The Selection Panel convened on 13 February 2021; virtually through MS Teams to short-list the candidates for the appointment to the Board of Lepelle Northern Water.

The Selection Panel deliberated extensively to produce a shortlist of candidates that meets the criteria outlined in the advertisement and crucially in ensuring that the mandate of the Minister is executed without fail.

A total of twenty (20) eligible Board members were shortlisted for interview, such included seven (7) applications from the interim Board members of Lepelle Northern Water.

4. INTERVIEW PROCESS

The Selection Panel convened on 13 March 2021, through Microsoft Team (a virtual platform) to interview the twenty (20) shortlisted candidates. Of the twenty (20) candidates, nineteen (19) candidates were interviewed, as one candidate withdraw the invitation to be interviewed for Board membership.

<ul style="list-style-type: none"> • Finance, Audit and Risk Management; • Human Resources; • Environmental Management; • ICT; and • Legal 		
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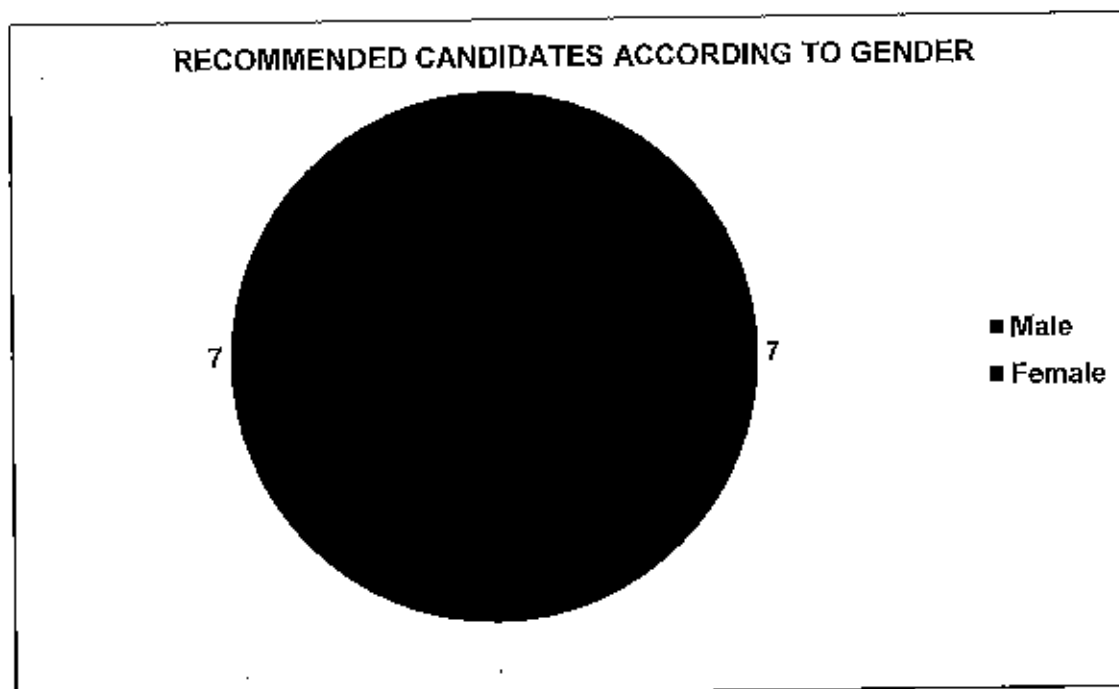
After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process. The candidates were advised that their appointment is subject to security clearance and qualifications verification.

The following table represents the recommended candidates by the Selection Panel for possible appointment to the Board of Lepelle Northern Water and the summary of the ratings for the candidates as agreed by the Selection Panel:

No.	Candidate	Competency	Gender	Location	Score
1	[REDACTED]	Finance	Male	Limpopo	199,5
2	[REDACTED]	Engineering	Male	Gauteng	177,5
3	[REDACTED]	Science and Technology	Female	Limpopo	174
4	[REDACTED]	Environmental Management	Male	Gauteng	171,5
5	[REDACTED]	Environmental Management	Female	Gauteng	157,5
6	[REDACTED]	Legal and Risk Management	Male	Limpopo	155,9
7	[REDACTED]	Environmental Management	Male	Gauteng	152,5
8	[REDACTED]	Corporate Governance	Male	Limpopo	148,5
9	[REDACTED]	Legal and Risk Management	Female	Gauteng	137
10	[REDACTED]	Corporate Governance	Female	Limpopo	136,5
11	[REDACTED]	Engineering	Female	Gauteng	134
12	[REDACTED]	Corporate Governance	Male	Gauteng	129
13	[REDACTED]	Corporate Governance	Female	Gauteng	125,5
14	[REDACTED]	Corporate Governance	Female	Eastern Cape	124

The panel members reached a sufficient consensus and agreed that the calibre of the recommended candidates brings a wealth of experience at Board level including knowledge supplemented by qualifications. The full profile for each candidate recommended for appointment by the Selection Panel is attached as as **Annexure A**.



The table below reflects the race and gender composition of the fourteen (14) recommended candidates.

Gender	
Females	7
Male	7
Race	
Black African	14
Total number of candidates: 14	

5. RECOMMENDATIONS

It is recommended that the Deployment Committee:

5.1 Considers the following for the position of the Chairperson:

No.	Candidate	Competency	Gender	Location	LNW Board Experience
1	[REDACTED]	Science and Technology	Female	Limpopo	First time
2	[REDACTED]	Legal and Risk Management	Female	Gauteng	Interim Board
3	[REDACTED]	Environmental Management	Male	Gauteng	Interim Board

The first candidate will serve the Board of Lepelle Northern Water for the first time, whereas the other two have served in the Interim Board and will ensure continuity.

5.2 The Deployment Committee to consider the following for the position of the Deputy Chairperson:

No.	Candidate	Competency	Gender	Location	LNW Board Experience
1	[REDACTED]	Finance	Male	Limpopo	First time
2	[REDACTED]	Engineering	Male	Gauteng	First time
10	[REDACTED]	Corporate Governance	Female	Limpopo	First time

RECOMMENDATION 5.1

Candidate _____ is appointed as the Chairperson of Lepelle Northern Water.

RECOMMENDATION 5.2

Candidate _____ is appointed as the Deputy Chairperson of Lepelle Northern Water.

Duly signed:

CHAIRPERSON: DEPLOYMENT COMMITTEE

DATE



TRANSPORT MINISTRY
REPUBLIC OF SOUTH AFRICA

ADVISOR'S NOTE

RAILWAY SAFETY REGULATOR – BOARD RECOMMENDATION

APPOINTMENT OF RSR BOARD OF DIRECTORS

Section 8 of the National Railway Safety Regulator Act, 2002 (Act 16 of 2002) provides as follows:

8 Board of Regulator

(1) The Regulator is governed and controlled by a board of directors.

(2) The board must-

- (a) ensure that the Regulator strives for the achievement of the objects referred to in section 5; and
- (b) exercise general control over the performance of the functions of the Regulator.

(3) The board represents the Regulator and all acts performed by the board, or on its authority, are acts of the Regulator.

(4) The members of the board are appointed by the Minister.

(5) (a) The board is answerable to the Minister and it consists of a minimum of seven and a maximum of 13 members who have wide experience of and demonstrate acumen in one or more of the following:

- (i) Management of railways;
- (ii) safety in transportation;
- (iii) corporate management;
- (iv) commerce, finance, legal and economic matters;
- (v) transportation of dangerous goods; and
- (vi) special knowledge that could be of value to the Regulator in the performance of its functions.

(b) The Board consists of-

- (i) the Chief Executive Officer, by virtue of holding that office;
- (ii) if the Minister specifies an office in the Department for the purposes of this subsection, the person for the time being holding that office;
- (iii) a person delegated by the Minister of Labour and a person delegated by the Minister of Safety and Security, and

RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

- (iv) subject to paragraph (a), not more than nine other persons representing the railway industry, organised labour and the community.
- (c) The members contemplated in subsection (5) (b) (i), (ii) and (iii) do not have voting rights.
- (6) The Minister must appoint a chairperson and a deputy chairperson from among the members of the board, excluding the chief executive officer.
- (7) Before the members of the Board are appointed, the Minister must, through the media, invite members of the public to nominate persons who comply with the criteria contemplated in subsection (5).
- (7A) The Minister must, within 30 days from the date of appointment of the member or alternate member of the Board, notify Parliament such appointment and publish a notice in the Gazette.
- (8) A person is disqualified from being appointed or remaining a member of the board if he or she-
- (a) is not a South African citizen;
 - (b) is declared insolvent;
 - (c) is convicted of an offence and sentenced to imprisonment without the option of a fine; or
 - (d) becomes a member of-
 - (i) Parliament;
 - (ii) a provincial legislature;
 - (iii) a Municipal Council;
 - (iv) the Cabinet; or
 - (v) the Executive Council of a province.
- (9) A member of the board may not be present during, or take part in, the discussion of, or the taking of a decision on, any matter before the board in which that member or his or her spouse, life partner, child, business partner or associate or employer, other than the State, has a direct or indirect financial interest.
- (10) Upon appointment of a person as a member of the board, that person must submit to the Minister and the board a written statement in which he or she declares whether or not he or she has any interest contemplated in subsection (9).
- (11) (a) If any director acquires or contemplates acquiring an interest which could possibly be an interest contemplated in subsection (9), he or she must immediately in writing declare that fact to the Minister and the board.
- (b) If an organisation or enterprise in which a director has an interest contemplated in section (9) is requested to offer its services, the director must immediately, in writing, declare his or her interest to the Minister and the board.
- (12) (a) The chairperson of the board holds office for a period specified in the letter of appointment, but that appointment may not exceed three years.
- (b) The chairperson is eligible for reappointment upon expiry of the term of his or her office.
- (13) (a) A member of the board holds office for a period specified in the letter of appointment, but that appointment may not exceed three years.
- (b) Such member of the board may be reappointed upon expiry of the term of his or her office.
- (c) Notwithstanding paragraph (a), the Minister may extend the term of office of any member of the Board for such further period as it may take to finalise the appointment of a new Board.
- (14) (a) If a director dies or vacates office, the Minister may appoint another person as a director.
- (b) The person so appointed serves for the unexpired portion of the predecessor's term of office.

RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

NOTES

- The RSR Board's term expired on 30 September 2019 and was subsequently extended.
- In terms of the enabling law, the RSR Board consists of a maximum of 12 members composed of 9 non-executive Directors, 1 nominee of the Minister of Labour, 1 nominee of the Minister of Police and 1 person representing the Rail Branch of the Department.

The principles outlined in the **HANDBOOK FOR THE APPOINTMENT OF PERSONS TO BOARDS OF STATE AND STATE CONTROLLED INSTITUTIONS** were given consideration in the elimination process:

MEMBERS OF THE NATIONAL ASSEMBLY

- a) Paragraph 4, Chapter three of the Handbook provides:
Parliament ultimately oversees organs of state, and the appointment of members of Parliament to boards could create a conflict of interest when members are fulfilling their oversight role (individually and collectively). Board members, on the other hand, have a duty to participate in and take decisions in the best interest of the institution. Boards are also accountable to the responsible Executive Authority and ultimately Parliament as regards the execution of their mandate and performance.

PUBLIC SERVICE OFFICIALS

- a) Paragraph 37, Chapter Three of the Handbook provides:
An official's first duty as an employee is towards the Executive Authority and towards the current government through the head of the department. The principal duty of a board member of a state or state-controlled institution, on the other hand, is to work towards achieving the statutory interests of the institution. There is a potential conflict of interest when an official serves as a board member.
- However, there may exist special circumstances under which public service officials may serve on the board of a state or state-controlled institution. Where such an official serves on the board in private capacity, paragraph 38(c) of the Handbook provides:
- Officials may serve on boards in their private capacity, provided that the Executive Authority responsible for the institution grants permission in terms of section 30 of the Public Service Act if remunerated work is involved.*

**RAILWAY SAFETY REGULATOR
RECOMMENDED SHORTLIST**

SUMMARY

SKILL	GENDER		RACE				BELOW 40	TOTAL
	Male	Female	African	Coloured	Indian	White		
Management of railways	1		1					1
Safety								
Corporate Management	1	1	2					2
Finance	1			1				1
Legal	1	1	1			1		2
Economic Matters		1	1				1	1
Commerce		1	1					1
Transportation of dangerous goods		1	1					1

3 other members representing:




- Minister of Labour
- Minister of Police
- Official responsible for railway safety in the Department

**RAILWAY SAFETY REGULATOR
RECOMMENDED SHORTLIST**

The recommended candidates are listed below. **Mr BJ Nobunga is recommended as Chairperson and Ms Nompumelelo Ekeke as Deputy Chairperson.**

NO	NAME	SKILL CATEGORY	GENDER	RACE	AGE	SUMMARY
1.	[REDACTED]	Forensic Investigation	Male	Coloured	47	Adv Weapond is a 47-year old coloured male whose expertise and experience are in the field of forensic investigation. His experience spans both the private and public sectors. In the private sector he worked as forensic and fraud investigator for FNB, a forensic auditor for Goldfields (Pty) Ltd. In the public sector he has worked for the SASSA, Gauteng Dept of Finance and the NPA as a Special Investigator. His Board experience includes serving as a member of the Information Regulator (current), Chairperson of the Audit Committee for the Office of the Premier (Eastern Cape) and Chairperson of the Risk and Fraud Prevention Committee at Mkhonzo Municipality. He holds a B.Comm Honours in Information Technology, a B.Tech in Policing/Investigations and an LLB degree.
2.	[REDACTED]	Railways	Male	African	59	Mr Mfwa is a 59-year old African male whose experience spans rail, strategy and automotive industry in both public and private sectors. He has 10 years of experience in MetroRail at various management levels, including CEO. In the private sector he worked as a process Engineer for Shell SA, Utilities Manager for SAB Miller, Area Manager for Volkswagen SA. He holds a B.Sc degree in Chemical Engineering.
3.	[REDACTED]	Law	Female	African	48	Ms Khumalo is a 44-year old attorney whose experience includes serving as a Logistics Manager for Transnet Freight Rail, Customer Services Manager for Transnet Rail Engineering and Marketing Consultant for Transnet Housing. She holds an LLB degree.
4.	[REDACTED]	Disaster Management	Female	African	56	Ms Ekeke is a 56-year old African female, whose experience includes disaster management and occupational health & safety. She holds a B.A and B.Ed degrees, a Diploma in disaster management and is currently reading for a Masters in Disaster Management. Ms Ekeke is the recommended candidate for Deputy Chairperson of the Board.
5.	[REDACTED]	Human Resources	Female	African	59	Ms Mathibedi is an African female who currently works as a Managing Director of Ikitsing Community Network. Her experience spans the public and private sectors. In the public sector, she has served as Executive Manager at the Culture, Arts, Tourism, Hospitality, Sports SETA (CATHSSETA), HR Executive at CBRTA, Senior HR Manager at ICASA and HR Manager at SA Post Office. In the private sector she served as the National HR Manager for PriceWaterhouseCoopers.
6.	[REDACTED]	Engineering	Female	African	36	Chiloane-Nwabueze is a 36-year old African female Engineer, whose experience in the public sector includes serving as Research Specialist and Research Manager at

**RAILWAY SAFETY REGULATOR
RECOMMENDED SHORTLIST**

7.		Finance	Female	African	41	<p>Ekuthuleni Metro. She currently serves as a Civil Engineer for the Municipal Infrastructure Support Agent (MISA). She holds an M.Sc in Engineering and an MBA. She is currently reading for a Phd in Civil Engineering.</p> <p>Yongama Pamla is a 41-year old African female Chartered Accountant, whose experience spans both private and public sectors. She is currently employed as Group Financial Manager at Mineworkers Investment Company (MIC). She served as Financial Controller at Tyme Bank and Masana Petroleum Solution, Business Manager at ABSA Bank, Business Manager at ESKOM, Senior Accountant at ACSA and Tax Accountant at Total South Africa. She currently works as a Group Financial Manager at Mineworkers Investment Company (MIC). She has served as member of the Board at ABSA and ESKOM. She currently serves as Chairperson of the Audit & Risk Committee of the City of Johannesburg's Property Company SOC Ltd, member of Audit & Risk Committee at Opticon Group (Pty) Ltd. She holds a Postgraduate Diploma in Management (Financial Accounting) and a B.Com Accounting degree. She qualified as a Chartered Accountant in 2009.</p>
8.		Law	Male	White	67	<p>Adv van der Westhuizen is a 67-year old White male with vast public sector experience in governance. He has served as an Adjudicator for the Gauteng Department of Housing, member of the Gauteng Development Tribunal, member of the Audit Committee of the Home Affairs Department. He currently serves as a member of Audit Committee of Boxing SA, Board member of the Estate Agency Affairs Board. He holds an LLB degree, an Advanced Prosecutor's course and a Magistrate's course.</p>
9.		Governance	Male	African	58	<p>Mr Nobunga currently serves as the Deputy Chairperson of the Railway Safety Regulator. His experience in the public sector includes serving as a Member of Parliament, member of Mpumalanga Provincial Legislature, Deputy Speaker of the Mpumalanga Legislature, member of Interim Board of the Mpumalanga Economic Growth Agency (MEGA), member of the Mpumalanga Housing & Rental Stock Tribunal. He currently serves as the CEO of the Mpumalanga Tourism and Parks Agency. He holds a B.Comm Honours degree, Advanced Diploma in Economic Policy and a Diploma in Public Relations. Mr Nobunga is the recommended candidate for Chairperson of the Board.</p>



civilian secretariat for police service

Department:
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA

Private Bag X922, PRETORIA, 0001 Van Erkom Building, Van Erkom Arcade, 7th Floor, 217 Pretorius Street
PRETORIA, Tel: (012) 393 2500/2/3, Fax (012) 393 2636/8, WEB: www.policesecretariat.gov.za

ROUTE LIST FOR DOCUMENTATION

Reference:		Date:	2020/02/24
Enquiries:		Extension:	Extension 1916

**Subject: Processes report on the findings of police on all 9 districts
dated 2019/07/26 at police HQ (JANV) (JANV) (JANV) (JANV)**

FUNCTIONARY ROUTED TO		DATE RECEIVED	DATE SEND BACK FOR CORRECTION	DATE RETURNED FROM CORRECTION	DATE FORWARDED
CAPACITY	SIGNATURE				
CHIEF DIRECTOR: CORPORATE SERVICES					
SECRETARY FOR POLICE SERVICE					
MINISTER OF POLICE					

RETURN

FUNCTIONARY ROUTED TO		DATE RECEIVED	POSTAL REGISTER NR	DATE FORWARDED
CAPACITY	SIGNATURE			
Secretary for Police Service				
Chief Director: Corporate Services				



civilian secretariat for police service

Department:
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA

SUBMISSION TO THE MINISTER

DATE:	2020/02/24	FILE NR:	
TO:	THE PORTFOLIO COMMITTEE FOR POLICE SERVICE	FROM:	MINISTER OF POLICE

REPORT TO THE PORTFOLIO COMMITTEE FOR POLICE SERVICE ON THE FILLING OF POST OF THE EXECUTIVE DIRECTOR: IPID

1. Purpose

The purpose of the submission is to report to the Portfolio Committee for Police Service on the filling of post of the Executive Director: IPID.

2. Policy Guideline

- 2.1 Public Service Act of 1994 as amended, the Public Service Regulations of 2016 and the IPID Act of 2011.
- 2.2 Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director- General (DDGs) Nationally.

3. Delegation of Authority

Minister of Police

4. Discussion

- 4.1 The post of Executive Director: IPID was advertised on the Sunday Times with the closing date of 12 July 2019, however as a result of poor response, the post was re-advertised with the closing date of 30 August 2019. **ANNEXURE A.**

A total number of 49 applications were received through post office and walk-ins. The list included all the candidates who applied on both adverts. The shortlisting was conducted on 18 February 2020. Four applicants were shortlisted for the interviews. The gross list is attached. **ANNEXURE B.**

5.3. Based on the above, the recruitment agency that specialises in the recruitment of Executives will be appointed in line with the supply chain process of the Civilian Secretariat for Police Service who is facilitating the process. It is envisaged that the whole recruitment process will be completed by 30 April 2020.

6. Financial Implications

All financial implications of recruitment of this post, including advertising, recruitment agency fees will be claimed by CSPS from the IPID.

7. Recommendations


It is recommended that the Portfolio Committee for Police Service:

- 6.1 takes note of the attempts that were made and the process that was followed for the appointment of the post of the Executive Director: IPID.
- 6.2 takes note of the Head-hunting process that will be followed and the commitment to complete the whole recruitment process by 30 April 2020.


CHIEF DIRECTOR: CORPORATE SERVICES
DATE:

Paragraph 6.1; 6.2 Support/ not supported

Comment: _____


SECRETARY FOR POLICE SERVICE
DATE:

Paragraph 6.1; 6.2 Approved / Not Approved/Amended

Comment: _____



**MINISTER OF POLICE
DATE:**

The shortlisting and interview panel comprised of three Ministers, as prescribed by the Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director- General (DDGs) Nationally; the Deputy Minister of Police and the Secretary for the Civilian Secretariat for Police Services. Below is the list of panel members:

INITIALS & SURNAME	DESIGNATION
General BH Cele (MP) Chairperson	Minister of Police
[REDACTED]	Minister of Communications and Digital Technology
[REDACTED]	Minister of Justice and Correctional Services
[REDACTED]	Deputy Minister of Police
[REDACTED]	Head of Department – Civilian Secretariat for Police Service
Human Resources Representatives:	Chief Director: Corporate Services Deputy Director: Human Resources Management
[REDACTED]	

4.2 Listed below is the shortlisting criteria used to shortlist the candidates:

- a). A Bachelor's Degree (NQF level 7) and post graduate qualification (NQF level 8) qualification.
- b). 8 years Senior Management level in the Public Service.
- c). Knowledge of the criminal Justice System.
- d). Employment Equity.
- e). Strategic capability, leadership and management skills.
- f). Financial and people management.

4.3 Four candidates were shortlisted from the ten identified, however one of them, Adv Molefe withdrew his candidature. Below is a list of those candidates who were shortlisted and interviewed on the 24 February 2020.

4.3. [REDACTED]

Ms Ntshangase is an African female who is currently employed at IPID as a Provincial Head of IPID in the Gauteng Region.

4.3. [REDACTED]

[REDACTED] is the current Acting Executive Director IPID. He has been acting in the position for twelve months. He is appointed as the Chief Financial Officer in the Department.

4.3.4 [REDACTED]

[REDACTED] currently a Chief Director, Foresight Planning and Modelling at the Department of Communications.

5. Consideration of each candidate

- 5.1 After the interview and deliberations on each candidate, the panel took a decision that non of the candidates could be considered for appointment of the Executive Director of IPID.
- 5.2 The panel also took a decision that a Head-hunting process must be embarked upon in line with the Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director- General (DDGs) Nationally, which outlines the process as follows:
 - 5.2.1 Section 5.4. (c) (ii) states that in the event where the subsequent selection process fails to recommend a suitable candidate for appointment, or in cases where a successful candidate is no longer available headhunting may be embarked on.
 - 5.2.2 During such headhunting process departments must use the same criteria as originally advertised (e.g. educational qualifications and remuneration on offer).
 - 5.2.3 Candidates identified through such headhunting must, however, be assessed by the same selection committee and against the same selection criteria applied in respect of those candidates initially shortlisted and interviewed.
 - 5.2.4 Only in the event where no candidate is found to be suitable, a process of targeted headhunting may be initiated; i.e. individuals who meet the requirements of the post are approached to submit their CVs to be considered for the vacant position.
 - 5.2.5 It speaks for itself that the candidature of persons interviewed prior to the headhunting process and who were found not suitable, cannot be considered for appointment together with possible headhunted candidates.
 - 5.2.6 Although comparison of a headhunted candidate with initial candidates will obviously take place, initial candidates who were found not suitable cannot be considered for appointment should headhunting also fail to render a suitable candidate.
 - 5.2.7 In terms of section 5.4 (i) (e) of the same document, Recruitment agencies may be used to act as intermediaries between the employer and prospective members. An EA may utilise an appropriate agency to identify candidates for posts, as long as the advertising and selection procedures comply with Public Service selection principles.

<p>1. [REDACTED]</p>	<p>African, [REDACTED]</p>	<p>Gauteng</p>	<p>Executive and Strategic Leadership, Governance and Administration, Financial Management, Human Resource</p>	<p>Postgraduate in Management, Bachelor Education, Baccalaureus Paedonomiae, Senior Teacher Diploma, Management Service</p>
<p>Brand South Africa Acting CEO, DCDT Deputy Director General: Governance and Administration, DPSA Chief Director: Corporate Resource Management, MISA Corporate Service, DPSA Acting Chief of Staff, DPSA Acting COO, DPSA Acting DDG: Governance, DPSA Acting DDG: Management of Compensation, Director: DoD Human Resource Policy Management Director, DoD Labour Relations Director, Department of Defence (DoD) Deputy Director: Management Consultancy Service, Department of Home Affairs Work Study Practitioner</p>	<p>African, [REDACTED]</p>	<p>[REDACTED] Nationality: Lesotho and in a process of naturalization</p>	<p>Executive and Strategic Leadership, Project Management, Lecturing, Research and Technology Development, Financial Management, Business Development</p>	<p>PhD, Master of Science, Bachelor of Science, Programme in Project Management, Senior Certificate</p>
<p>2. [REDACTED] CSIR NextGen Enterprises and Institutions: Impact Area Manager, CSIR Meraka Institute: Principal Researcher and Research Group Leader, CSIR Meraka Institute: Senior Researcher, National University of Lesotho Head of Department, Alabama State University Adjunct instructor, National University of Lesotho Lecturer</p>	<p>African, [REDACTED]</p>	<p>Gauteng</p>	<p>Legal, Executive</p>	<p>Master Legum in Administrative</p>
<p>3. [REDACTED]</p>	<p>[REDACTED]</p>	<p>[REDACTED]</p>	<p>[REDACTED]</p>	<p>[REDACTED]</p>

<p>Director at MC Consulting, Group Executive Legal and Regulatory at Internet Solution, South African Communications Forum Board Member, Head of Department at Gauteng Provincial Department, Board Member at Gauteng Provincial Liquor, Natal Spruit Hospital Board Member, Executive Director at Ekurhuleni Metropolitan Municipality, Chief Director at Department of Communications, Head of Department : Truth and Reconciliation at African National Congress</p>	<p>[REDACTED]</p>	<p>[REDACTED]</p>	<p>and Strategic Leadership</p>	<p>and Municipal Law, Baccalaureurs Procurationis, Baccalaureurs Legum, Nyukela Public Service SMS Pre-Entry Programme</p>
<p>4. [REDACTED]</p> <p>DCDT Deputy Director General : SOE Oversight and ICT Enterprise Development, Strategic Management Services Chief Director at the Department of Higher Education and Training, Chief Financial Officer at the Local Government Sector Education and Training Authority, Director Banking Development, Ithala Development Finance Corporation Chief Operations Officer, DCDT Chief Director: Shareholder Management Unit, Director: Budget Office at National Treasury, Economist at Ntsika Enterprise Promotion Agency, Development Planner at Metropolitan and Regional Planners and Development Consultants, Research at Development and Land use Economists, Research Assistant at University of Natal</p>	<p>[REDACTED]</p>	<p>Gauteng</p> <p>[REDACTED]</p>	<p>Organisational Leadership, Corporate Governance, Information Communication Technology, Finance</p>	<p>MBL, Bachelor of Social Science Honours, Bachelor of Social Science Senior Certificate</p>



Commission for Gender Equality
Apartheid Museum, 2nd Floor, 1st Stage

The Commission for Gender Equality (CGE) is an Independent statutory body created in terms of the Constitution of the Republic of South Africa, 1996 (as amended). The CGE is committed to a society free from gender oppression and all forms of inequality. Applications are invited from suitably qualified candidates for the following position:

**CHIEF EXECUTIVE OFFICER
(5-years performance-based contract)
All-inclusive negotiable annual remuneration package**

This position reports to the Chairperson and Commissioners of the CGE. The successful candidate will be required to lead CGE secretariat in advising and support the CGE in a manner which ensures that the CGE discharges its legislative mandate and obligations consistent with national and international best practises.

Requirements:

- A post graduate qualification or NQF level 8 in one of these disciplines Law, Social Sciences, Human Rights or Gender and Development.
- A minimum of 7 years proven leadership experience in similar environment, 5 of which must be at executive level.
- Understanding and knowledge of the human rights, gender equality, PFMA and other relevant legislation including international human rights protocols.
- Extensive experience in managing financial and human capital including governance principles and related matters

The successful candidate must:

- Ensure that the CGE secretariat fully supports the Commission to execute its mandate in terms of the Constitution of the Republic of South Africa, 1996, the CGE Act, and any other applicable legislation.
- Prepare and submit an annual Strategic Plan and Budget to the employer for approval.

- Implement the approved Strategic Plan and Annual Performance Plan and report to the employer on progress on monthly, quarterly and on adhoc basis as the employer may require.
- Provide general leadership, direction and implement transformation and change management processes and initiatives.
- Ensure that there is proper, accurate leadership and management of the CGE secretariat at all times.
- Have the drive , leadership and good networks that can be mobilised to the strengthen the CGE's mandate
- Ensure that the CGE secretariat and CGE service providers comply with relevant laws and regulations that apply to the operation of the CGE.
- Ensure the highest level of service delivery by CGE secretariat

Please submit the following: CV and Certified copies of ID, qualifications & telephone details & e-mail addresses of contactable three contactable referees via email to [REDACTED] address [REDACTED]

Please note that no late applications will be accepted. Correspondence will be limited to the short-listed candidates only. Applicants with a foreign qualification must submit a SAQA evaluation report of their qualification. The CGE reserves the right not to fill this advertised position. The CGE is an equal opportunity, affirmative action employer committed to the achievement and maintenance of representivity (race, gender, and disability). Preference will be given to South African citizens. All shortlisted candidates will be subjected to competency assessment.

For general enquiries: Ms. Mankwele Mangwanatala, Tel: 083 579 3284

Closing date: 26 June 2020



**MINISTRY OF POLICE
REPUBLIC OF SOUTH AFRICA**

Private Bag X463 Pretoria 0001, Tel: (012) 3932800, Fax: (012) 393 2819/20
Private Bag X9080 Cape Town 8000, Tel: (021) 467 7021, Fax: (021) 467 7033

The Honourable [REDACTED]
Speaker of National Assembly
Parliament of the Republic of South Africa
Cape Town
8000


Dear Honourable Speaker

**PROGRESS REPORT ON THE APPOINTMENT OF THE EXECUTIVE DIRECTOR
FOR THE INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)**

1. In terms of Section 6 of the IPID Act, 2011 the Minister is empowered to nominate a suitable qualified person for appointment to the office of Executive Director to head the Directorate in accordance with a procedure to be determined by the Minister.
2. The office of the Executive Director has been vacant since February 2019 and an acting Executive Director has been appointed to act in the position since then.
3. The Position of the Executive Director for IPID was advertised on the Sunday Times newspaper with the closing date of the 12th of July 2019. However due to poor responses, the position was re-advertised with the closing date of the 30th of August 2019.

4. On the 24th February 2020 the recruitment Panel consisting of Ministers of Police, Communications and Digital Technology, Justice and Correctional services, Deputy Minister of Police, Head of Department Civilian Secretariat for Police Service, conducted the interviews on the filling of the Executive Director Position for IPID.
5. After the interviews and deliberations on each candidate, the Panel made a determination that none of the interviewed candidates could be considered for the position of the Executive Director for IPID.
6. The Panel took a decision that a Head Hunting process must be embark on in accordance with the relevant Public Service Recruitment Processes.
7. Due to the reasons mentioned herein above in paragraph No. 5, a request is hereby made to request Parliament to allow the recruitment Process to be finalised within the next two months or before the 30th of April 2020.
8. Parliament will be advised on the outcome on the appointment of the Executive Director for IPID once the recruitment process is completed.

Yours f



Date: 26/02/2020

RECOMMENDED LIST: DCDT DIRECTOR GENERAL POST – AUGUST 2020

	African, [REDACTED]	Gauteng [REDACTED]	Executive and Strategic Leadership, Business Management, Corporate Governance, Communications, Financial Management	MBA, Post Graduate Diploma in Management Studies, Bachelor of Arts Honours, Bachelor of Arts, Certificate in Management, Certificate in Development, Senior Certificate
<p>2. [REDACTED]</p> <p>Current Employment :</p> <p>ICASA General Manager: Consumer Affairs, Commission on Gender Equality (CGE) Head of Department: Public Education and Information, SABC Specialist Producer, Administration Board Northern Transvaal: Sport Organiser</p>				

3.	<p>██████████</p> <p>Current Employment:</p> <p>Afrocentric Technologies Group CIO and CEO, ACSA Group CIO, DoH CIO, Department of Home Affairs DDG ICT, SASOL Senior IT Project Manager, Department of Health Director of Projects, Department of Health IT Manager, SITA IT Support Technician</p>	African, ██████████	██████████	Eastern Cape ██████████	Executive Leadership and Management, Information Technology, Financial Management, Business Management, Data Science Skills, Project Management	Master of Business Leadership, Bachelor of Commerce, Bachelor of Arts Honours, Senior Certificate
4	<p>██████████</p> <p>Current Employment:</p> <p>Department of Justice Senior Manager: ICT Strategy, Avon Justice Senior ICT Consultant, Wesbank Senior ICT Consultant, Adapt IT Senior ICT Consultant, Accenture Senior ICT Consultant, Woolworths ICT Consultant</p>	African, ██████████	██████████	Gauteng ██████████	Executive and Strategic Leadership Information Communication Technology	Master of Business Administration, Master of Arts in ICT Policy and Regulations, Postgraduate Diploma in Management Practice, Postgraduate Certificate in Chief Information Officer, National Diploma, Senior Certificate

6.	<p>Current Employment:</p> <p>Director: Information Technology Operations at University of Pretoria, Department of Justice IT Infrastructure and Support Director, Statistics SA Intranet Manager, Times Media Group Information Management Specialist, ICASA Information Management Specialist, Liebenberg and Stander Consulting Engineers Information Management Officer, Careers Research and Information Centre Junior Information Officer</p>	African, Male	Gauteng	<p>Information Communication Technology,</p>	<p>Masters of Information Technology, Degree of Bachelor of Library and Information Science, Baccalaureus Information Honours, Microsoft Project Certificate</p>
7.	<p>Current Employment:</p> <p>AtDigitalize CEO, Milestone Connexions CEO, Motus Aftermarket Parts CIO, South African Township and Rural Development Institute CEO, Dimension Data Senior Contract and Service Delivery Manager, Independent Strategist and Business Advisor, Standard Bank Southern Africa Senior Portfolio Manager, National Research Foundation IT Manager, Cornastone Consulting IT Outsource Project Manager, ICT Works Consulting IT Outsource</p>	African, Female	Gauteng	<p>Executive and Strategic Leadership, Business Development, Researcher, Financial Management, Governance, Information Technology</p>	<p>Master of Business Administration, Bachelor of Science, Senior Leadership Programme</p>

Programme Manager, SARS Team Lead Business Intelligence Analysis, HSBC Investment Services South Africa Database Administrator, Websoft(Pty)Ltd BI/DW Developer, Standard Bank of Southern Africa Operations Analyst, IBM South Africa IT Specialist Application Development and Y2K Project Manager, The Foschini Group Graduate Programmer

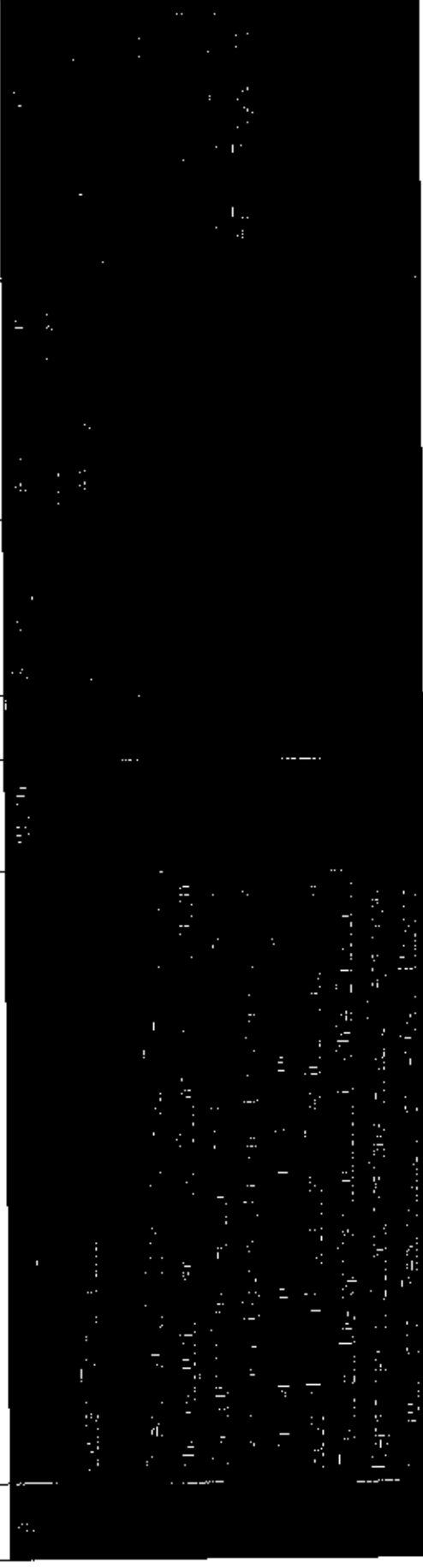
9.	<p>Current Employment:</p> <p>Lecturer, IFA Independent Field Advertiser, Director at Pressed in Time, South African Early Child Development Council Project and Contract Manager, Helen Joseph Hospital Board Member, Nokia Siemens Networks Contract Manager, Telkom SA Operations Manager, Project Consultant at Business Process Re-engineering and iCare Flow-Thru, Payphone Section Technician and Database Administrator, Telkom SA Technician and Test Clerk/Telkom SA Telkom Technician (Faults and Fitting)</p>	African	Gauteng	<p>Business Management, Project Management, Contract Technical, Contract Management, Financial Management</p>	<p>Baccalaureus Technologiae Education, Magister Technologiae: Business Administration, Doctoris Technologiae Business</p>
10.	<p>Current Employment:</p> <p>General Manager: Southern Africa IT Infrastructure Life Services at Evernex International, Director: Africa Software and Application Business Development at Kamital Afrique, Network Consultant at Ericsson,</p>	African	Gauteng	<p>Strategic Leadership, Business Development</p>	<p>MSc Information Technology Management, Diploma in Solution Sales Management, Diploma in Service Delivery Management, Diploma in Information Systems</p>

	Regional Sales Manager at TelInut(Pty)Ltd					Engineering
11.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Head of Broadcast at KweseTV, SABC general Manager: Facilities, SABC Technical and Regional Manager, SABC National MCR Manager, SABC Senior Technician, Deputy Presiding Officer at IEC,</p>	Male		Gauteng	<p>[REDACTED]</p> <p>Technical Skills, Communication, Executive Leadership, Production Management</p>	<p>MBA, PDBA, SABC Technology Accelerated Management Development Programme, National Diploma in Engineering Electrical, Post Graduate Diploma in Business Administration, Senior Certificate</p>
12.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Journalism: Daily Dispatch Media, Tutor: University of Fort Hare, Junior Lecturer: University of Fort Hare, Senior Lecturer: University of Fort Hare, Senior Lecturer: Tshwane University of Technology, Senior Lecturer: UNISA, Associate Professor: University of Limpopo, Shadow Director: School of Language and Communication Studies at University of Limpopo</p>	African Female		Gauteng	<p>[REDACTED]</p> <p>Marketing Communications, Graphic Design, Digital Marketing, Lecturer</p>	<p>PhD Communication Science, Diploma in Internet Studies, Ma International Communication, Diploma in Telecommunication, BA Communication Honours, BA Communication</p>
13.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Amstor General Manager, ACSA Corporate Specialist: Security Technology Projects, Head of Computer and Network Services at the University of</p>	African, Male		Gauteng	<p>[REDACTED]</p> <p>Executive and Strategic Leadership, Information and Communication Technologies Skills, Technical,</p>	<p>Masters of Business Administration, BSc. Computer Science</p>

14.	<p>Witwatersrand, Advisor at the Department of Defence, DDG: Information Services at Department of Home Affairs, Centre Manager at CSIR, CIO at DPSA, IT Coordinator at Chartered Accountants Medical Aid Fund, System Analyst at South African Non-Government Organisations Network, Analyst Programmer at South African Airways</p> <p>[REDACTED]</p> <p>Current Employment:</p> <p>Vamma Media and Production Founder, Provincial Programming Advisor at SABC, SABC General Manager. PBS Radio, SABC General manager. Radio Strategy, SABC Group Programme Manager. PBS, Mindset Network Sales Manager, WorldSpace PTY LTD Regional Manager, WorldSpace PTY LTD Content Manager, P4 Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager</p>	African, [REDACTED]	[REDACTED]	Gauteng [REDACTED]	Executive and Strategic Leadership, Corporate Governance, Technical, Communication	Corporate Governance	<p>BA Hons in Media Studies, Postgraduate Diploma in Communication Science, Diploma in 21st Century Telecommunications, BA Hons in Speech and Drama, BA in Communication Science and Speech Drama, Advanced Marketing management Certificate, Certificate in Management Practice</p>
15.	<p>[REDACTED]</p> <p>Current Employment:</p> <p>Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowcentric Technologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at</p>	African, [REDACTED]	[REDACTED]	Gauteng [REDACTED]	Strategic Management, Business Management,	Master of Business Admin (2019), Bachelor of Commerce Honours in Business Management, Diploma in Business Analysis, ND-Human Resources Management	

16.	<p>SEDA, CRM Helpdesk Administrator at SEDA, ICT Administrator at SEDA, IT Intern at SEDA</p> <p>██████████</p> <p>Current Employment:</p> <p>ICT Director at NMBM, Senior IT Manager at EC Legislature, ICT Manager at Department of Safety and Liason, Executive Head of Marketing and Sales at Vodacom, Executive Head of Operations at Vodacom South Africa, Customer Service Analyst at Caltex Oil South Africa, Computer Programmer at BP South Africa, Tutor at University of Cape Town</p> <p>██████████</p>	African, ██████████	██████████	Eastern Cape ██████████	Business Analyst, Marketing, IT Specialist,	BSc, Honours in Business Management, Certificate in Project Management, Bachelor of Science (Mathematics and Computer Science)
17.	<p>Current Employment:</p> <p>COO at Council for the Built Environment, Construction Health and Safety Technical Committee Member at Department of Labour, Board Committee Member at CIBD, Acting CEO at Council for the Built Environment, Chief Director Engineering Services at Department of Human Settlement, Acting Chief Director Infrastructure and Operations at Department of Public Enterprise, Acting Chief Director Infrastructure Planning at Office of the Gauteng Premier, Director Infrastructure and Operations at Department of Public Enterprise, Director Infrastructure Planning at Office of the Gauteng Premier, Trustee and Non Executive Director at House Owners Association, Senior Engineer Manager Infrastructure and Operations at Transet, Board Committee Member at SA Institute of Civil Engineers,</p>	African, ██████████	██████████	Gauteng ██████████	Corporate Governance, Supply Finance, Project and Chain, Contract Management, Strategic Management, Information and Communication Technology, Business Development	Masters of Business Administration, Masters of Engineering Management, BSc Civil Engineering (Hons), Certificate in Co-operative Governance

18.	<p>Engineering Manager Infrastructure and Operations at Transnet, Market Trader at Entrepreneurial Enterprise, SRC President and School Governing Body at St Barnabas College</p> <p>[REDACTED]</p> <p>Current Employment:</p> <p>Organisational Brand Management Head at Services Sector Education and Training Authority (SSETA), External and Government Relations General Manager at Nossan South Africa, Brand and Corporate Communication General Manager at Nissan South Africa, Stakeholder Management and Provincial Operations Acting Group Executive at SABC, Corporate Communications General Manager at SABC, Deputy Manging SDirector at Zanenza Communications Agency</p>	African [REDACTED]	[REDACTED]	Gauteng [REDACTED]	Marketing and Communication, Corporate Governance, Leadership Skill, Project Management	Postgraduate Diploma in Business Management, Principles of Brand Management, Programme of Management Development, Project Management Certificate,
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Summary:

5 African females

14 African males

1 Lesotho national – in the process of naturalization

DEPARTMENT OF PUBLIC ENTERPRISES

The Director-General of the Department of Public Enterprises (DPE) will be required to develop and lead a team that can effectively exercise the Shareholder's oversight responsibilities with increased vigour, and to help ensure that the seven State-owned companies (SOC's) in the DPE portfolio, reduce their reliance on the fiscus and return to financial and operational sustainability. These SOC's support a number of strategic priorities of government, including to accelerate investment in the economy, to promote industrialization, to stimulate local manufacturing and to promote socio-economic progress in the communities where they operate. Through corruption, mismanagement and state capture, considerable damage was done to SOC's.

APPLICATIONS The Department of Public Enterprises, Private Bag X15, Pretoria, 0028 or hand deliver at 80 Hamilton Street, Arcadia 0083 or 642 Cnr Olivia street and Jacqueline Drive, Garsfontein Pretoria, Postal Address: P.O BOX 394, Manlyn, 0063 or by email: dpe1@basadzi.co.za; Tel 012 898 8953/8049

FOR ATTENTION Human Resources

CLOSING DATE 26 July 2019

NOTE: Applications must be submitted on form Z83 and should be accompanied by certified copies of qualifications, ID as well as a comprehensive CV in order to be considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Correspondence will be limited to successful candidates only. If you have not been contacted within 3 months after the closing date of this advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be subjected to screening and security vetting to determine the suitability of a person for employment. Failure to submit the requested documents will result in your application not being considered. SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The department reserves the right not to fill these positions. People with disabilities are encouraged to apply and preference will be given to the EE Target.

OTHER POST

POST/ Director-General, REF NO DPE/2019/010 [3-year contract]

UNIT: OFFICE OF THE DIRECTOR-GENERAL

Salary Level 16: R1 978 533 per annum (all-inclusive remuneration package consisting of the basic salary of 70% and 30% flexible portion that can be structured according to individual needs)

REQUIREMENTS: An appropriate post graduate qualification (NQF Level 8) accompanied with at least 10 years of experience at senior managerial level (5 years must be a member of SMS in the Public Service, preferably in the public sector). The Global Economy, the Continental Economy, the Southern African Regional Economy and the South African Economy. The South African Government's vision, strategies, plans, policies, programmatic activities and the institutional arrangements to give effect to these. Global best practice in the design and management of State-owned entities. The history and current state of the SOC's within the Public Enterprises portfolio - in particular with respect to state capture and corruption - and how these SOC's, can be returned to operational proficiency and financial sustainability from their current precarious position. Management practice in the South African Public Service. Analytical thinking, lateral thinking, out-of-the-box thinking. Ability to work successfully with an executive authority or the equivalent. Leadership, management, administration, organizational design & development, change management,

monitoring and evaluation. Ability to work effectively with other players in Government and the Private Sector.

DUTIES: To marshal the resources of the DPE to advise, support and assist the Minister in his Mission to make the SOCs within the Public Enterprises Portfolio successful instruments of service delivery, enablers of economic growth and the providers of important, strategic economic infrastructure for our country. To lead, inspire, manage and constantly improve the DPE and its people and their ability to conduct oversight and help manage important assets of the state. To be an effective member of the senior Government Administration team.

Enquiries: Henriette Strauss (012) 431-1022



DPE: DIRECTOR-GENERAL

DEPLOYMENT COMMITTEE

JESSIE DUARTE
DEPUTY SECRETARY-GENERAL

PRAVIN GORDHAN

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Panel Members Attendance Register	Annexure D

In a quest to maintaining consistency, the Selection Panel agreed to a set of competencies, weighting including an interview performance rating of 1-5, 1 equating to dismal and 5 excellent.

The Selection Panel concurred with the criteria as outlined in the table below. The following table indicates the criteria used to select the candidates for recommendation to the Minister.

CRITERIA	DESCRIPTION
Appropriate skills set	Skills profile of the proposed Board consist of : <ul style="list-style-type: none"> • Engineering and infrastructure project management experience • Understanding of Water resources and Environmental management • Audit and public Finance; • Legal and Risk management; • Human Resources management; • PFMA and King Code of Good Corporate Governance; • Stakeholder empowerment • Local government experience
Generational mix	Age range
Gender representivity	50 % gender representivity
National and geographic spread	Balance between local and national
Race representivity	Representivity with 50% black Africans
Continuity–current board members	The norm is to have continuity but considering the current state of governance is not a key criteria. .

The interviews were conducted using ten (10) questions that were posed to each candidate by the Panel. The Panel rotated on leading the interviews. In a quest to maintaining consistency – the panel agreed to a set of competencies, weighting including an interview performance rating of 1-5, 1 equating to dismal and 5 excellent.

Competencies / Knowledge Areas	Board Members	Chairperson & Deputy Chairperson
	Weighting	Weighting
Public Administration	10%	15%
Strategy, Leadership and Transformation	10%	25%
Industry and Institutional Knowledge	15%	10%
Corporate Governance, Governance protocols and Fiduciary duties	15%	20%
Technical Disciplines: • Technical, Engineering and Water Resource Management;	50%	30%

<ul style="list-style-type: none"> • Finance, Audit and Risk Management; • Human Resources; • Environmental Management; • ICT; and • Legal 		
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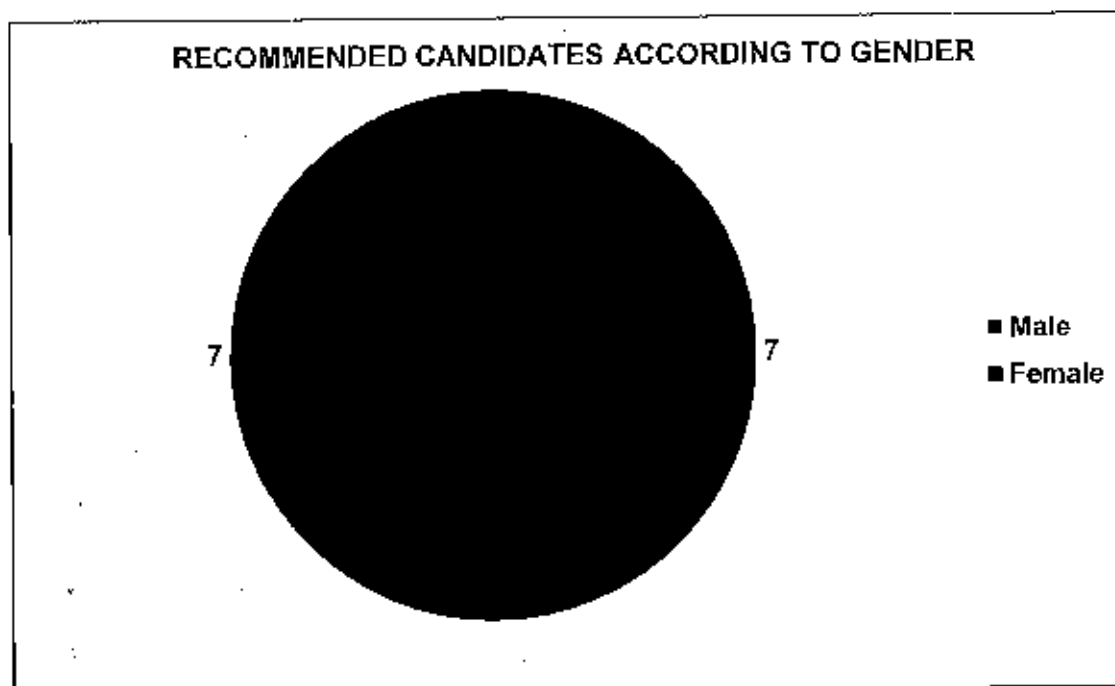
After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process. The candidates were advised that their appointment is subject to security clearance and qualifications verification.

The following table represents the recommended candidates by the Selection Panel for possible appointment to the Board of Lepelle Northern Water and the summary of the ratings for the candidates as agreed by the Selection Panel:

No.	Candidate	Competency	Gender	Location	Score
1	[REDACTED]	Finance	Male	Limpopo	199,5
2	[REDACTED]	Engineering	Male	Gauteng	177,5
3	[REDACTED]	Science and Technology	Female	Limpopo	174
4	[REDACTED]	Environmental Management	Male	Gauteng	171,5
5	[REDACTED]	Environmental Management	Female	Gauteng	157,5
6	Advocate [REDACTED]	Legal and Risk Management	Male	Limpopo	155,9
7	[REDACTED]	Environmental Management	Male	Gauteng	152,5
8	[REDACTED]	Corporate Governance	Male	Limpopo	148,5
9	Adv. [REDACTED]	Legal and Risk Management	Female	Gauteng	137
10	[REDACTED]	Corporate Governance	Female	Limpopo	136,5
11	[REDACTED]	Engineering	Female	Gauteng	134
12	[REDACTED]	Corporate Governance	Male	Gauteng	129
13	[REDACTED]	Corporate Governance	Female	Gauteng	125,5
14	[REDACTED]	Corporate Governance	Female	Eastern Cape	124

The panel members reached a sufficient consensus and agreed that the calibre of the recommended candidates brings a wealth of experience at Board level including knowledge supplemented by qualifications. The full profile for each candidate recommended for appointment by the Selection Panel is attached as as **Annexure A**.



The table below reflects the race and gender composition of the fourteen (14) recommended candidates.

Gender	
Females	7
Male	7
Race	
Black African	14
Total number of candidates: 14	

5. RECOMMENDATIONS

It is recommended that the Deployment Committee:

5.1 Considers the following for the position of the Chairperson:

No.	Candidate	Competency	Gender	Location	LNW Board Experience
1	[REDACTED]	Science and Technology	Female	Limpopo	First time
2	[REDACTED]	Legal and Risk Management	Female	Gauteng	Interim Board
3	[REDACTED]	Environmental Management	Male	Gauteng	Interim Board

The first candidate will serve the Board of Lepelle Northern Water for the first time, whereas the other two have served in the Interim Board and will ensure continuity.

5.2 The Deployment Committee to consider the following for the position of the Deputy Chairperson:

No.	Candidate	Competency	Gender	Location	LNW Board Experience
1	[REDACTED]	Finance	Male	Limpopo	First time
2	[REDACTED]	Engineering	Male	Gauteng	First time
10	[REDACTED]	Corporate Governance	Female	Limpopo	First time

RECOMMENDATION 5.1

Candidate _____ is appointed as the Chairperson of Lepelle Northern Water.

RECOMMENDATION 5.2

Candidate _____ is appointed as the Deputy Chairperson of Lepelle Northern Water.

Duly signed:

CHAIRPERSON: DEPLOYMENT COMMITTEE

DATE

Annexure A: Candidates Profile

The following suitable candidates were recommended to be appointed as Board Members of Lepelle Northern Water.

1. Engineering (Project Management, Construction, Contract Management)

CV No.	Name	Race	Gender
24	[REDACTED]	African	Female
	<p>Qualification/s: PHD: Civil Engineering - Current (Wits), MBA - University of North West – 2018, MSc Eng. - Wits – 2017, BSc - University of Limpopo – 2009, BSc in Water & Sanitation - University of Limpopo – 2007</p> <p>Skills: She possesses practical and technical knowledge that is coupled with a passion for water and sanitation, research, management, research and development, monitoring and evaluation of projects, environmental management, water and sanitation, civil engineering as well as project and programme management. I am currently employed by Agreement South Africa (ASA) as Technical Group Leader for Research and Development</p> <p>Directorship: Not clearly stated in the CV</p> <p>Qualification/s: PhD Construction Management - Nelson Mandela University - April 2020; MBA - Unisa – 2012; MSc - Built Environment - Nelson Mandela University -2010; BSc - Construction Management - University of Free State – 2013; BTech - Construction Management - TUT – 2003; NDip. Building – 2002</p> <p>Skills: He has 20 years' experience in the built environment and engineering and has worked both in the public sector (three spheres of government namely local government, provincial government and national government) and private sector (consulting for consultants and contracting for a contractor).</p> <p>Directorship: Current: Committee Member: South African Council for Project and Construction Management Previous: Stakeholder: South African Council for Project and Construction Management Profession; Committee Member: Construction Industry, Development Board & Department of Public Works; Committee Member: Presidential Office; Technical Committee Member: Department of Economic Development</p>		
72	[REDACTED]	African	Male

2. Science & Technology

CV No.	Name	Race	Gender	Qualification/s: MBA; PhD (Agriculture) ; MSc Agriculture; BSc Agriculture (Hons); BSc Agriculture
47	[REDACTED]	African	Female	<p>Skills: She is a seasoned professional and researcher with more than 30 years working experience. Possesses solid ability to deliver high levels of performance demonstrating exceptional people management experience to drive change and improve performance. Thorough understanding of governance, and working effectively with a board utilising strategic thinking, effective financial management and commercial acumen.</p> <p>Directorship: CURRENT: Councillor to South African Veterinary Council; Permanent delegate of the Workshops on National Strategy for Sustainable Development (NSSD) facilitated by Department of Environmental Affairs (DEAT); Permanent member of National Department of Agriculture and Science and Technology Task Team (ASTIACO)</p> <p>PREVIOUS: Member of the Task Team on Integrated Sustainable Rural Development and Urban Renewal Programme</p>

3. Accountants, Treasury, Corporate and Project Finance

CV No	Name	Race	Gender	Qualification/s
172	[REDACTED]	African	Male	<p>Qualification/s: MBA – WITs, - Master of Commerce – NWU, - Bcompt Honours – UNISA, Bachelor of Commerce – University of Limpopo</p> <p>Skills: Corporate Governance, Finance and Accounting, Taxation, Audit (Internal and External as well as forensic), Information Technology, Risk Management and Ethics Management, Legal and Compliance, Project Management, Teaching and Learning, Risk Management including Business Continuity, Function, Corporate and Project Finance, Information Technology, Economic Development, Business Development / Entrepreneurship, Water Projects Treasury</p> <p>Directorship:</p> <p>CURRENT: Estate Agency Affairs Board: member Audit and Risk Committee: 2018 - 2021; Limpopo Provincial Treasury: Audit Committee Chairperson of Cluster 2:2017 to 2019; reappointed 2020 to 2022; Gauteng Provincial Treasury: Audit Committee Chairperson of Cluster 2: 2018 to 2021; MICTseta: Risk Management Committee Chairperson: 2019 to 2021</p> <p>PREVIOUS: North Development Corporation: Chairperson of Audit and Risk Committee (2017-2020); Tshwane University of Technology: Chairperson of Audit and Risk Committee (2018-2020); North West Department of Education: Member Audit Committee 2017-2020</p>

4. Legal and Risk Management

CV No	[REDACTED]	African	Male	<p>Qualification/s: Masters of Laws (Corporate Law) - University of South Africa - 2019 LLB - University of Limpopo - 2010</p> <p>Skills: Corporate Governance, Finance and Accounting, Taxation, Audit (Internal and External as well as forensic), Information Technology, Risk Management and Ethics Management, Legal and Compliance, Project Management, Teaching and Learning, Risk Management including Business Continuity, Function, Corporate and Project Finance, Information Technology, Economic Development, Business Development / Entrepreneurship, Water Projects Treasury</p> <p>Directorship: Not clearly stated in the CV</p> <p>Qualification/s: LLB; LL.M: Corporate Law; LLM - labour Law (Current)</p> <p>Skills: She has extensive experience in rendering legal advice to the public sector. She is well versed with public services policies, the PFMA, and its Regulations, King Codes on good Governance, Companies Act, corporate governance and leadership issues.</p> <p>Directorship: CURRENT: Interim Board Member: Lepelle Northern Water, Member: Royal Throne Assemblies of God; Member: Mabashane Makgopa Foundation</p> <p>PREVIOUS: Not indicated</p>
58	[REDACTED]	African	Female	<p>Qualification/s: LLB; LL.M: Corporate Law; LLM - labour Law (Current)</p> <p>Skills: She has extensive experience in rendering legal advice to the public sector. She is well versed with public services policies, the PFMA, and its Regulations, King Codes on good Governance, Companies Act, corporate governance and leadership issues.</p> <p>Directorship: CURRENT: Interim Board Member: Lepelle Northern Water, Member: Royal Throne Assemblies of God; Member: Mabashane Makgopa Foundation</p> <p>PREVIOUS: Not indicated</p>
108	[REDACTED]	African	Female	<p>Qualification/s: LLB; LL.M: Corporate Law; LLM - labour Law (Current)</p> <p>Skills: She has extensive experience in rendering legal advice to the public sector. She is well versed with public services policies, the PFMA, and its Regulations, King Codes on good Governance, Companies Act, corporate governance and leadership issues.</p> <p>Directorship: CURRENT: Interim Board Member: Lepelle Northern Water, Member: Royal Throne Assemblies of God; Member: Mabashane Makgopa Foundation</p> <p>PREVIOUS: Not indicated</p>



5. Environmental Management



CV No.	[REDACTED]	African	Female	<p>Qualification/s: PhD: Chemical Technology; MSc - Applied Radiation Science & Technology; Postgraduate Dipl. - Applied Radiation Science & Technology; BSc - Physics & Chemistry</p> <p>Skills: She is a seasoned professional female Nuclear Physicist, Water and Environmental Engineering Specialist Professional with an extensive corporate governance experience within the water and energy, waste, engineering and petroleum space, driven by a strong desire to achieve outstanding personal career growth and development.</p> <p>Directorship:</p> <p>CURRENT: Non-Executive Director: Eskom SOC Limited; Chairperson: Eskom; Social and Ethics and Transformation Committee; Interim Chairperson: ESKOM; Chairperson: Water Task Team</p> <p>PREVIOUS: Board Tender Committee Chairperson: Eskom; Audit & Risk and Investment and Finance Committees Member : Eskom; Commissioner : National Planning Commission, The Presidency, Department of Planning, Monitoring and Evaluation; Social and Ethics and Transformation Committee Member: NECSA; Social and Ethics and Transformation Committee Member: NECSA; Research and Development Committee : NECSA</p>
46	[REDACTED]	African	Male	<p>Qualification/s: PhD Environmental Geosciences, MSc Environmental Sciences; BSc Environmental Sciences Honours; BSc Environmental Sciences; MBA</p> <p>Skills: He has 16 years' experience in the Environmental Sciences field - environmental management and legal compliance, Health and Safety Management, Community Development. Has technical expertise in Project Management, Environmental Management, Mining Charter implementation, Governance sustainability management and reporting. Has international and national academic publications, Journals</p>
170.	[REDACTED]	African	Male	

				<p>Directorship: Interim Board Member at Lepelle Northern Water; Coif and Fred Consulting Engineers PTY LTD from (2014 to date)</p> <p>PREVIOUS: None</p>
179	[REDACTED]	African	Male	<p>Qualification/s: B. Agric - University of Venda, B. Inst. Agrar (Hons) - University of Pretoria, M. Inst. Agrar (Masters), M. Eng. (Masters) - University of Pretoria, Masters in Business Leadership (MBL) -UNISA, Diploma in Municipal Governance from the University of Johannesburg.</p> <p>Skills: A seasoned executive specialising in environmental sustainability and engineering, with 20 years of industry experience gained in various senior roles across diverse industries and in both the public and private sector, including at the development finance institution.</p> <p>Directorship:</p> <p>CURRENT: Currently serves as a member of the Professional Advisory Council for environmental science category at SACNASP and a member of several technical reference groups at the Water Research Commission (WRC). Registered professional natural scientist with the South African Council for Natural Scientific Profession (SACNASP)</p>

6. Corporate Governance

100	[REDACTED]	African	Male	<p>Qualification/s: Post Graduate Diploma: Management; Advanced Certificate in Governance and Public Leadership; Diploma in Leadership Development and Management</p> <p>Skills: He has 20 years' experience of which 10 years served as a Member of Parliament (MP) at Limpopo Provincial Legislature. He has the knowledge and understanding of organisational operations in the field of strategic and leadership</p>
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				<p>management, stakeholder management, communications and human resources management</p> <p><u>Directorship:</u> Interim Board Member at Lepelle Northern Water</p> <p><u>CURRENT:</u> Interim Board Member at Lepelle Northern Water</p> <p><u>PREVIOUS:</u> None</p>
104		African	Male	<p><u>Qualification/s:</u> Bachelor of Business administration; Executive Development Program; Certificate, Marketing, Certificate in Development Planning and Management; Bachelor of Commerce – Incomplete</p> <p><u>Skills:</u> He is a seasoned and experienced Socio-Economist cutting across several sectors of the economy, politics and business. These sectors encompass leadership roles in investment promotion, economic and business development, social development, job creation and retention and governance in the private sector.</p> <p><u>Directorship:</u></p> <p><u>CURRENT:</u> Interim Chairman - Lepelle Northern Water; Chairman-Black Association of Commercial Property Owners; Trustee-Collins Chabane Foundation</p> <p><u>PREVIOUS:</u> President, Black Management Forum, Limpopo; President, Polokwane Golf Club 2004 –2005</p> <p><u>Qualification/s:</u> MBA; Masters Diploma: HR; BA - Psychology of Education; B.Ed</p> <p><u>Skills:</u> She has extensive governance experience. She has necessary skills, qualifications and competencies and possesses exceptional business and leadership skills. She has an intricate understanding of PFMA and has vast knowledge of the Public Service and the Schedule 2 and 3 entities, in terms of the PFMA.</p> <p><u>Directorship:</u></p> <p><u>CURRENT:</u> Interim Board member at Lepelle Northern Water_Member: Audit and Risk Committee; Chairperson: Corporate Services Committee Member: ARCO of RTIA</p> <p><u>PREVIOUS:</u> Chairperson: Board of the WRSETA; Chairperson: Ingwe TVET College</p>
113		African	Female	<p><u>Qualification/s:</u> MBA; Masters Diploma: HR; BA - Psychology of Education; B.Ed</p> <p><u>Skills:</u> She has extensive governance experience. She has necessary skills, qualifications and competencies and possesses exceptional business and leadership skills. She has an intricate understanding of PFMA and has vast knowledge of the Public Service and the Schedule 2 and 3 entities, in terms of the PFMA.</p> <p><u>Directorship:</u></p> <p><u>CURRENT:</u> Interim Board member at Lepelle Northern Water_Member: Audit and Risk Committee; Chairperson: Corporate Services Committee Member: ARCO of RTIA</p> <p><u>PREVIOUS:</u> Chairperson: Board of the WRSETA; Chairperson: Ingwe TVET College</p>

126		African	Female	<p>Qualification/s: Post Graduate Diploma: Human Settlement; Post Graduate Diploma: Management of Governance; B.Ed – Education; BA – Unisa; Diploma: Clothing Construction; Senior Secondary Teachers Cert.</p> <p>Skills: She has a wealth of experience in leadership positions and academic capabilities within the Government institutions across different spheres. She has the knowledge and understanding of good governance</p> <p>Directorship: CURRENT: Member: African National Congress Caps; Member: African National Congress Women's</p> <p>PREVIOUS: Convener: Progressive Women's movement of SA; Board Member: Moleletje Community Radio Station; Chairperson: SANCO.</p> <p>Qualification/s: Masters: Agriculture & Rural Development; Cert. Poultry Production; Honours Degree; Cert. Advance Computer; BA: Agriculture and Rural Development</p> <p>Skills: She has a wealth of experience in leadership positions and academic capabilities within the Government institutions across different spheres. She has the knowledge and understanding of good governance</p> <p>Directorship: CURRENT: Interim Board Member at Lepelle Northern Water</p> <p>PREVIOUS: None</p>
142		African	Female	<p>Qualification/s: Masters: Agriculture & Rural Development; Cert. Poultry Production; Honours Degree; Cert. Advance Computer; BA: Agriculture and Rural Development</p> <p>Skills: She has a wealth of experience in leadership positions and academic capabilities within the Government institutions across different spheres. She has the knowledge and understanding of good governance</p> <p>Directorship: CURRENT: Interim Board Member at Lepelle Northern Water</p> <p>PREVIOUS: None</p>

Annexure A: Candidates Curriculum Vitae

Annexure B: Interview Panel Signatures

Annexure C: Declaration by Panel Members

Annexure D: Panel Members Attendance Register

**ROAD TRAFFIC INFRINGEMENT AGENCY
BOARD APPOINTMENT**

- (8) The board meets at least twice per year or as often as may be required.
- (9) The board determines its own procedures for meetings and decisions and may, in the absence of a chairperson, elect a member contemplated in subsection (1) (a), or (b) as acting chairperson.
- (10) Members of the board who are not in the full-time employment of the State may be paid such remuneration and allowances as may be determined by the Minister in consultation with the Minister of Finance.

NOTES

- The RTIA currently has no Board and the Registrar acts as both the Accounting Officer and the Accounting Authority of the Agency.
- In terms of the enabling law, RTIA's Board consists of 7 members, one of whom is a Director of Public Prosecutions nominated by the National Director of Public Prosecutions and the other is the RTIA Registrar.
- Minister is required to appoint 5 members to the Board.
- Considering the role and mandate of RTIA and its centrality in implementing the AARTO Act, it is imperative that the skills mix of the Board must enable it to make sound decisions and effectively guide management in the execution of the day to day management of the Agency. The recommended list must therefore be published in the Government Gazette for comment/objections and a copy of the notice provided to the Portfolio Committee on Transport and the Select Committee on Transport, Public Service & Administration and Public Works & Infrastructure.
- The final list of 5 candidates is reflected below.

BREAKDOWN OF RECOMMENDED CANDIDATES

SKILL	GENDER		RACE				BELOW 40	TOTAL
	Male	Female	African	Coloured	Indian	White		
Internal Audit/Finance	1		1					1
Legal	1	2	3				1	3
Corporate Governance	1				1		1	1
TOTAL	3	2	4		1		2	5

The National Director of Public Prosecutions has nominated the Limpopo Director of Public Prosecutions, Adv Ivy Thenga, making the representation on the Board 3 males and 3 females.

**ROAD TRAFFIC INFRINGEMENT AGENCY
BOARD APPOINTMENT**

NO	NAME	SKILL CATEGORY	GENDER	RACE	AGE	ABRIDGED CV
1.	[REDACTED]	Legal	Female	African	44	Ms Zulu is an African female whose experience covers law and governance, with particular focus on supply chain compliance. Her experience in the public sector includes pioneering the establishment of a Municipal Bid Appeals Tribunal across 60 municipalities in KZN. She has worked as a Claims Assessor for the RAF. She currently serves as a member of the DTT's Companies Tribunal, member of the Construction Industry Development Board (CIDB) Board and member of the Ilembe District Municipality Audit Committee.
2.	[REDACTED]	Legal/Policing	Male	African	64	Mr Msetweni is a 64-year old African male, whose experience is almost entirely in law enforcement. He has vast experience starting as a Traffic Officer and climbing through the ranks to an Acting Chief Superintendent: Internal Investigations. He has served as Deputy Director: Road Policing, Director: Business Liaison and Director: Logistical Support at the Tshwane Metro. He holds a B.Tech degree in Road Traffic and Municipal Police Management, a Certificate in Road Transport Management and a Higher Diploma in Management Studies. He has served as a member of the CBRTA, Provincial Regulatory Road Transport Agency and Municipal Regulatory Road Transport Agency. Mr Msetweni is recommended as Chairperson the Road Traffic Infringement Agency (RTIA).
3.	[REDACTED]	Corporate Governance	Male	Indian	38	Dr Dala is a 38-year old Indian Male who holds a PhD in Information Technology. His experience spans both the public and private sectors. He has served as a Director: IT Audit at National Treasury, Senior Manager: Information Security & Compliance at e-Commerce Online Gaming and Regulation Authority, Senior Consultant: IT Audit and Information Security Consulting at PriceWaterhouseCoopers, Orion Project Assistant at the Johannesburg Securities Exchange.
4.	[REDACTED]	Legal/Policing	Female	African	39	Ms Khosa-Shikwambana is an African Female who holds a Masters Degree in Policing. Her experience is in academia and is currently a Lecturer at the Tshwane University of Technology. She has written and delivered several papers on Policing. She holds a Masters degree in Policing, Diploma in Public Management, Certificate in Risk Management and Certificate in Private and Corporate Investigation. She is currently reading for a PhD in Literature and Philosophy in Police Science.
5.	[REDACTED]	Internal Audit/Finance	Male	African	33	Mr Ramokhele is a 33-year old African Male Chartered Accountant, whose experience is in auditing. He is currently a partner at Differentia Chartered Accountants. He holds a B.Com Accounting and Higher Diploma in Accountancy. His experience is in the private sector and has lectured financial reporting and management accounting at UNISA.



**MINISTER IN THE PRESIDENCY
REPUBLIC OF SOUTH AFRICA**

Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100



Deputy President, Head of the Deployment Committee
African National Congress
Luthuli House,
Johannesburg
GAUTENG

**RE : DEPLOYMENT COMMITTEE CONSIDERATION AND APPROVAL OF COUNCIL
MEMBERS FOR INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA**

Dear Comrade Deputy President

This serves to report to the Deployment Committee about work done regarding the Parliamentary process for the appointment of ICASA Council members by the Minister upon the approval by the National Assembly, having regard to a public participatory nomination, transparency and openness. In terms of the legal prescripts, "the National Assembly will submit to the Minister a list of suitable candidates at least one and a half times the number of Councilors to be appointed".

The National Assembly having invited nominations to fill five (5) vacancies in the ICASA Council, in accordance with the ICASA Act (as amended), with the closing date of September 2019, received 75 nominations. The Parliamentary Committee on Communications shortlisted and interviewed the candidates. After consultation and engagements with the ANC Study group in Parliament, with regard to the filling of the 5 vacant positions of ICASA Council,

attached is the prioritized list of 10 candidates, read with the original full list of applicants received of 75 candidates.

Initially ICASA had 9 Councilors, the Chairperson Mr. Ruben Mohlaloga was removed by Parliament after an inquiry, eight (8) Councilors remained and an acting Chairperson was appointed. Out of the 8 remaining, the term of 4 Councilors ends on the 10th of June 2020, meaning ICASA will be left with 4 Councilors. In addition, one of the 4 who would be remaining had resigned effective from 1 July 2020.

I therefore plead with the Deployment Committee to consider and support the appointment of five (5) candidates nominated to serve on the ICASA Council. The Council, viewed collectively, must be representative of the broad section of the Republic, possess suitable qualifications, expertise and experience in the fields of (amongst others) broadcasting, electronic communications and postal policy or operations, public policy development, law, electronic engineering, marketing, journalism, entertainment, education, economics and finance. Therefore, the candidates to be appointed should have one or more of the above or any other relevant expertise or qualifications.

Thanking you in anticipation.

Yours faithfully

A large black rectangular redaction box covering the signature of the Acting Minister.

Acting Minister of Communications and Digital Technologies

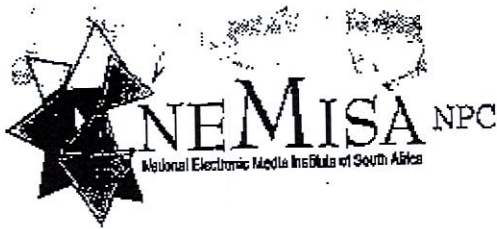
Date 

SHORTLIST ICASA COUNCIL

NO	GENDER	AGE	NAME & SURNAME	QUALIFICATIONS	EXPERIENCE
1.	Male	33	[REDACTED]	<ul style="list-style-type: none"> • Current Councilor – Acting Chair • Doctor of Philosophy in Business Administration • Master of Business Administration • Certificate in Applied Project Management & National Diploma in Public Relations Management. 	<ul style="list-style-type: none"> • ICASA Councilor • Former SAMSUNG staff • Former Anglo American staff • Former Sunday Times staff • Former BUSA staff
2.	Female	46	[REDACTED]	<ul style="list-style-type: none"> • BSC • Masters in ICT & Regulation policy 	<ul style="list-style-type: none"> • TFR Training Institute • Former Telkom staff • Former ICASA staff • Former TRANSTEL staff • Former TRANSNET staff
3.	Male	62	[REDACTED]	<ul style="list-style-type: none"> • Master of Public Admin • BA Honours 	<ul style="list-style-type: none"> • Former SAPO Board member • Invula Group • Fordworks and Associates • Armscor
4.	Male	56	[REDACTED]	<ul style="list-style-type: none"> • Current Councilor • Master of Arts in the Field of ICT Policy & Regulation, Managing the 	<ul style="list-style-type: none"> • ICASA Councilor • Former ICASA staff • Former SATRA staff • Former Neotel staff

				Telecommunications Environment, Policy & Regulation	Former Department of Communications staff
				<ul style="list-style-type: none"> National Higher Diploma and Leadership & Management Development Programme 	
5.	Male	62	[REDACTED]	<ul style="list-style-type: none"> Master of Laws with specialisation in International Law Master of Laws with specialisation in Aviation and Space Law 	<ul style="list-style-type: none"> Former Special Advisor (Minister of Communications) Former member of State Security Agency Former Chief Director (Department of Communications) Former IBA Councilor Former Chairperson of Space Affairs Council of SA Former Regulatory Affairs Manager of Telkom
6.	Female	48	[REDACTED]	<ul style="list-style-type: none"> Masters in ICT Policy BA in Industrial Sociology Current regulatory specialist 	<ul style="list-style-type: none"> Former Telkom staff Former SA Tourism Former Sun International
7.	Female	37	[REDACTED]	<ul style="list-style-type: none"> BSC Engineering Masters in Engineering Management 	<ul style="list-style-type: none"> COEGA Former Siemens Former Telkom Media Former SABC staff
8.	Male	49	[REDACTED]	<ul style="list-style-type: none"> MA in International & Dev economics, GM at ICASA 	<ul style="list-style-type: none"> Former ICASA staff Former Competition Commission staff Former SARB staff Former The Presidency staff
9.	Male	67	[REDACTED]	<ul style="list-style-type: none"> PhD, Telecoms Policy, Research 	<ul style="list-style-type: none"> Lecturer

					<ul style="list-style-type: none"> • (Independent consultant) 	<ul style="list-style-type: none"> • Independent Consultant • Former COSATU staff • Former ABSA staff • Former DoE staff
10.	Male	61		<ul style="list-style-type: none"> • BA • MA of Business Admin 	<ul style="list-style-type: none"> • ICASA • Commission on Gender Equality • SABC • Admin Board Northern Transvaal 	



Job Title:	Chief Executive Officer (5 Years Fixed Term Contract)
Organisation:	NEMISA
Department:	Office of the Chief Executive Officer
Location:	Parktown, Johannesburg
Salary Range:	Grade 15
Upward Reporting Relationships:	Board
Reference Number:	NEM19/11/2019

MAIN PURPOSE OF JOB

To provide overall leadership, integration and coordination in the execution of the digital agenda within the country through ensuring that digital skills expertise, knowledge and resources impact the development and learning within Government and society; build an Institute that will be responsive to the future of work in the era of the 4th Industrial Revolution.

JOB OBJECTIVES

(a) Strategic Leadership

- Develop, manage and execute the Institute's strategy, and drive the strategic direction of the Institute
- Ensure that all business units' strategies and plans are aligned with the overall Institute
- Set comprehensive goals and objectives for performance and growth
- Drive the formulation of the Institute's strategy, policy and decision making
- Develop, establish and direct the execution of operating policies to support overall institutional objectives
- Develop, establish and direct the implementation of strategic business plans
- Oversee all initiatives across the Institute to ensure that their conception and implementation support the Institute's strategic objectives
- Provide leadership and input for strategic and annual planning processes
- Provide input into the implementation of new processes and approaches to achieve strategic objectives
- Drive the overall values of the Institute in a manner that instils trust and credibility within internal and external stakeholders
- Position NEMISA as digital skills training institute of choice in the 4IR era

(b) Policy and Compliance Management

- Drive the formulation of policies to promote the Institute's achievement of strategic objectives and ensure a clean administration
- Ensure that the Institute maintains full and proper records of relevant activities as required by legislative prescripts
- Drive the establishment of internal processes for checking of compliance with legislative prescripts

Tel: +27 - 11 484 0563, Fax: +27 - 11 484 0615, Physical Address: 21 Gifton Road, Parktown, Postal Address: P.O. Box 545, Auckland Park, Johannesburg 2006, www.nemisa.co.za

Non-Executive Directors: Ms Molebogeng Leshebane (Chairperson); Ms Thobeka Buswena; Mr Mahyn Lutega; Mr Lionel Adendorff; Ms Nomonde Nkomo; Prof Christian Adendorff; Ms Bongokile Piana
 Executive Directors: Mr Thevesh Rajendhrath (Acting CEO); Mr Thilweli Rantawa (CFO)
 Company Secretary: FluidRock Advisory (Pty) Ltd (Acting Company Secretary)

Reg no. 98/14825/08



- Provide advocacy to stakeholders on policy interpretations, and drive the awareness of policy changes
- Ensure that all business units comply with relevant policies, processes and systems
- Ensure the compilation and submission of statutory reports in line with agreed standards and time line

(c) Risk Management

- Drive the develop of a Risk Management Strategy, tools, practices, and policies for the Institute to analyse and report risks in line with the overall risk strategy
- Ensure the management of risks according to the Risk Management Framework
- Ensure the effective monitoring and evaluation of risk related activities
- Provide input to the Risk Management unit, EXCO and Board on risk management practices within the Institute
- Ensure that the Institute reflects practices and behaviors that are ethical, credible and professional

(d) Financial Management

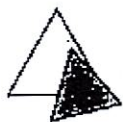
- Drive the effective management and monitoring of financial resources and ensure compliance with management directives
- Ensure the effective management and monitoring of Institute cash balances and forecasts
- Ensure the effective management and investment of Institute assets and pension funds to extract maximum benefit
- Ensure the monitoring and controlling of expenditure of the Institute in line with the budget
- Ensure the compilation and submission of accurate financial data in accordance with prescribed guidelines, standards and formats
- Ensure the effective management of the acquisition of assets and resource requirements within the Institute

(e) Human Capital Management

- Drive the management of human capital assets and ensure maximum performance, capacity, capability and well-being
- Ensure the provision of required training and development to employees to ensure optimal performance
- Drive the determination of staffing requirements, and ensure recruitment and retention of high performing individuals
- Ensure that training interventions are aligned with the Institute's and employees' needs
- Drive the implementation of an effective performance management systems and ensure the management of employee performance against agreed standards and objectives
- Provide overall leadership and support the Institute's employees by keeping them informed and engaged, providing ongoing performance feedback, coaching and guidance

(f) Stakeholder Management

- Participate in internal and external stakeholder forums as directed
- Represent and participate in the Institute's committees and/or task teams
- Engage and build inter-departmental relationships with internal stakeholders, in order to drive overall performance
- Engage and build inter-governmental and business relationships and ensure the capitalisation of funding opportunities
- Attend meetings and present findings and proposals to members and management
- Represent the Institute at external events through the display of ethical leadership



Education: Formal Qualifications

Education involves the acquisition of knowledge and skills through learning where subject matter is imparted systematically. Formal qualifications are obtained by studying at formal institutions e.g. universities, Technikons, colleges, etc.

Level of Education:

Minimum:

- Post graduate qualification (NQF Level 8) in Data Science or related Business Administration, ICT, Digital
- Master's Degree in these principles will be an added advantage

Job related Work Experience

Experience is obtained through opportunities for exposure and practice at work. It includes all working experience that has some bearing on the job and is not restricted to the current organisation. Supervised on-the-job training, internships and learnerships are incorporated within this category.

Minimum:

- 5 - 7 years' experience in Senior/ Executive Management
- 5 years in research in ICT or related skills
- 5 + years' experience in a similar environment

Ideal:

- 5 years' experience in a similar environment

Job related Knowledge

Job-related knowledge is typically gained through formal or informal training programs (these exclude programs through which Formal Qualifications are attained). It includes knowledge of facts, data and information and understanding the rationale behind models, theories and principles.

- Extensive knowledge and understanding of national service delivery priorities
- Knowledge and understanding of national and provincial growth and development strategies
- Public Finance Management Act (PFMA)
- Knowledge of digital skills applications within an educational context
- Knowledge of the National Development Plan, National Qualifications Framework and Skills Development Processes
- National Integrated ICT White Paper
- SA Connect: Broadband Policy
- Knowledge of National, Provincial and Local Government Protocols
- Treasury Regulations
- Supply Chain Management practices and processes
- Knowledge of general financial management, budgeting and reporting processes within the Public Sector
- Advanced Excel & knowledge working on Financial Accounting systems

Competency requirements



- Exceptional Leadership Skills
- Strong Written and Verbal Communication
- Excellent Presentation
- Strong Networking and Relationship Building ability
- Ability to interpret reports, business correspondence, and procedure manuals
- Strong mentoring and coaching skills
- Ability to balance competing priorities, complex situations and tight deadlines
- Ability to rapidly process and comprehend large amounts of detailed information, consider the implications and consequences of new facts and make decisions

Important note:

- Please email through comprehensive CV and certified copies of Qualifications/Supporting documents to: [REDACTED]
- Preference will be given to historically disadvantaged applicants.
- Only candidates who meet the minimum requirements should apply.
- NEMISA reserves the right not to make an appointment.
- Correspondence will be limited to shortlisted applicants only.
- Closing Date: 24 January 2020

We are committed to Employment Equity when recruiting internally and externally. It is company policy to promote from within wherever possible. Therefore, please be aware that internal candidates will be considered first before reviewing external applicants, if this supports achievement of our Employment Equity goals.

The Deputy Secretary General
African National Congress
Luthuli House
Johannesburg
2000

03 June 2020

By email: [REDACTED]

**NOTICE TO THE DEPLOYMENT COMMITTEE: ADVERTISED POST OF DIRECTOR-GENERAL
DEPARTMENT OF SMALL BUSINESS DEVELOPMENT**

1. This serves to inform the National Deployment Committee of the intention of the Department of Small Business Development to fill the vacant post of Director-General.
2. The post was advertised on City Press on Sunday 05 May 2020 and public service circular of 25 May 2020. The closing date of 05 May 2020 has been extended to 10 June 2020.
3. A copy of the City Press advertisement has been attached.

Regards

By email

[REDACTED]
Minister for Small Business Development

Top university officials in graft probe

A Senate investigation into allegations of corruption in the awarding of orders has set the stage for the probe at the University of Pretoria, University of Technology (UT) in Durban.

City Press can reveal that vice-chancellor South Dines Mkhize and the university council chairman Mervyn Moseley are at the centre of the probe following a decision by the council to conduct a forensic search into contracts awarded to private companies under the name of the university.

Mkhize was suspended by the council on June 23 pending the outcome of the probe into allegations of corruption against him. Mkhize has stepped aside voluntarily until the probe is complete.

Moseley, confirmed his suspension on Thursday, saying he was suspended "for failure to disclose the involvement of members of the council in a corruption and unethical conduct by government."

Mkhize will be held in respect until he can be called to account for his involvement with the probe. "The step by step will have to be taken of the allegations of unethical behaviour in the awarding of the orders for services that was involved. It is not until the forensic investigations on all procurement in the last 18 months is finished. I reject all and any allegations levelled against me."

The probe will not change the date of the council meeting in October. But it is a statement released to the university community, which will also state to City Press as part of a response to criticism, the SAU's deputy council chairman Mervyn Moseley said.

A virtual council meeting was held on Wednesday last week to discuss various issues affecting the university, including the allegations of procurement irregularities and the relationship between Mkhize and Moseley.

Mkhize had brought allegations against Moseley and SAU deputy chairperson Mervyn Moseley, who had also requested the council pending the outcome of the investigation. This week, Professor Mervyn Moseley was appointed to act as Mkhize's position and was asked by the university council to consider taking action against internal staff members implicated in the alleged corruption.

The preliminary report from the forensic investigator is expected at the end of the month.

Over the City Press on Friday that Mkhize had "acted on the allegation" that the person charged with the governance of the university, let say it to step aside in order to allow the investigation to be conducted without any perception of interference by him.

He said that he had asked the university to notify Council members, which was also published in the media.

There said he was not involved in any procurement processes - Mervyn Moseley

Unisa students unhappy with online exams

Unisa's decision to conduct open-book digital examinations as part of the university's assessment has sparked outrage among some students.

City Press understands that the decision has not been welcomed by a number of students, who feel that the move will compromise the integrity of the university's assessment process.

Some students were concerned they would be disadvantaged by the move, as they do not have access to the internet at home. Others felt that the move would reduce the quality of the assessment process.

Unisa said the move is a response to the need to provide a more flexible and accessible assessment process for its students.

The university said it would continue to monitor the situation and make adjustments as needed.

methods in the university's assessment policy that had been approved by all the relevant stakeholders.

The decision, the Head of the Department of Education, Council (HED) was an essential part of the decision, the university said.

"The key message is that we are confident in our digital examination process and we are confident in our students' ability to succeed in this new format," the university said.

"We will continue to monitor the situation and make adjustments as needed to ensure that the process is fair and equitable for all students."

and virtual processing. As it always has done, the use of the open book exam will be the same as the use of the multiple-choice exam.

The university said it would continue to monitor the situation and make adjustments as needed.

Unisa said it would continue to monitor the situation and make adjustments as needed.

necessarily have control over all the parts of the system environment - for example, the availability and access to the data as well as the ability to modify and delete data, systems can face a wide range of security risks.

Unisa said it would continue to monitor the situation and make adjustments as needed.

Unisa said it would continue to monitor the situation and make adjustments as needed.

Department of Defence and Military Veterans

REGISTRATION OF INTEREST

1. Applications for registration of interest in the Department of Defence and Military Veterans are invited from all interested parties.

2. The Department of Defence and Military Veterans is an equal opportunity, affirmative action employer. It is our intention to promote representability (race, gender and disability). The candidature of persons whose transfer/appointment will promote representability will receive preference.

3. Applications should be submitted on Form Z83 and should be accompanied by certified copies of qualifications, identity documents (ID), a completed CV and contactable references (telephone numbers and email addresses must be clearly indicated) in order to be considered. Certified copies of qualifications should not be older than six (6) months. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). The shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Additional to this, the shortlisted candidates will be required to attend a generic managerial competency assessment (competency based assessment). The competency assessment will be limited to successful candidates in the interview process only. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be subjected to a pre-employment screening and a Top Secret screening to determine the suitability of a candidate for employment. Failure to submit the required documents will result in your application not being considered. Successful candidates will be required to disclose their financial interests within one (1) month of appointment. The successful candidate will be required to enter into a five (5) year employment contract and performance agreement with the Minister of Defence and Military Veterans. Applicants must quote the relevant reference number provided. Applications received after the closing date will not be considered. Failure to comply with the above instructions will result in applications being disqualified.

4. Successful candidates will be required to disclose their financial interests within one (1) month of appointment. The successful candidate will be required to enter into a five (5) year employment contract and performance agreement with the Minister of Defence and Military Veterans. Applicants must quote the relevant reference number provided. Applications received after the closing date will not be considered. Failure to comply with the above instructions will result in applications being disqualified.

5. Successful candidates will be required to disclose their financial interests within one (1) month of appointment. The successful candidate will be required to enter into a five (5) year employment contract and performance agreement with the Minister of Defence and Military Veterans. Applicants must quote the relevant reference number provided. Applications received after the closing date will not be considered. Failure to comply with the above instructions will result in applications being disqualified.

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APPLICATIONS

To the Department of Defence, Human Resources Division (Chief Directorate HR Management), Private Bag X 375, Pretoria, 0001 or hand delivered to Bank of Lisbon (Cnr Paul Kruger and Virginia Street) or email to: Katsis@dtlitsaban@doit.mil.za.

FOR ATTENTION: Ms K.S. Murego CLOSING DATE: 29 May 2020

NOTE:

Applications must be submitted on Form Z83 and should be accompanied by certified copies of qualifications, identity documents (ID), a completed CV and contactable references (telephone numbers and email addresses must be clearly indicated) in order to be considered. Certified copies of qualifications should not be older than six (6) months. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). The shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Additional to this, the shortlisted candidates will be required to attend a generic managerial competency assessment (competency based assessment). The competency assessment will be limited to successful candidates in the interview process only. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be subjected to a pre-employment screening and a Top Secret screening to determine the suitability of a candidate for employment. Failure to submit the required documents will result in your application not being considered. Successful candidates will be required to disclose their financial interests within one (1) month of appointment. The successful candidate will be required to enter into a five (5) year employment contract and performance agreement with the Minister of Defence and Military Veterans. Applicants must quote the relevant reference number provided. Applications received after the closing date will not be considered. Failure to comply with the above instructions will result in applications being disqualified.

MANAGEMENT ECHELON

POST 172102: SECRETARY FOR DEFENCE (DIRECTOR-GENERAL); DEPARTMENT OF DEFENCE REF NO. 172102/1 (5 year contract).

SALARY:

R 1 076 533 per annum (Level 15) (All-inclusive salary package) which consists of a basic salary, employer's contribution to the Government Employee Pension Fund and a non-pensionable allowance in terms of the applicable rules plus 10% non-pensionable HOD allowance.

CENTRE: ARMSCOR Building, Erasmuskoof, Pretoria.

REQUIREMENTS:

A senior Certificate, a junior degree and a Postgraduate Qualification (MQP) as recognised by SAQA. Must have 8-10 years proven experience at senior managerial level, at least 3 years of which must be within any organ of State, as defined in the Constitution, Act 106 of 1986. The successful candidate must have executive management experience with strong leadership capabilities and an extensive experience in strategic and managerial positions at an executive level. He/she must have an understanding of the functioning of government and the role of the Defence Secretariat as defined in the Constitution, Act 109 of 1996. The successful candidate must have an understanding of the Constitutional mandate of the Department, the relevant government policies and legislation impacting on the Department and its relationship with International, National, and other stakeholders. Knowledge of the government security sector, though not essential, would be advantageous. He/she will be expected to be innovative and have organisational abilities, good writing skills, project management, financial management skills and change management.

DUTIES:

Serve as the Accounting Officer and Head of the Department of Defence and its entities in accordance with all legislation, regulations and policy prescriptions. Function as the principle departmental policy adviser to the Minister of Defence and Military Veterans (Minister) on defence policy matters. Support the Minister in the effective and efficient exercise of his/her constitutional responsibilities as the Executive Authority for Defence, including that of exercising civil control over the Defence Force. Assist the Minister in providing strategic defence direction through strategic research and the development of defence policies and strategies for the defence and protection of South Africa. Ensure the implementation of such defence strategic direction through strategic and operational plans, programmes, budgets and organisational alignment. Ensure sound governance measures overall defence resources, and with specific reference to defence human, financial, logistics and ICT resources. Ensure strategic control over the Defence Junction, including: performance management, evaluation, reporting; risk management; internal audit and departmental compliance; Manage the defence relationship with key Stakeholders and Assurance Providers, inter-alia: The Public Service Commission; the Department of Public Service and Administration; the National Treasury; the Defence Audit Committee; and the Auditor General of the Republic of South Africa. Provide defence ethics, technology and acquisition services that merge defence legal and technology programmes. Provide transversal strategic support services to the Minister and the Department, inclusive of: defence legal services; parliamentary and cabinet services; cluster services; defence diplomacy services; public entity ownership-control services; corporate communication services; and the access to defence information. Provide a Secretariat to the National Conventions Arms Control Committee.

ENQUIRIES:

Major General K.C. Mollhabane, (012) 338-3200.

human settlements

Department of Human Settlements, REPUBLIC OF SOUTH AFRICA

SOCIAL HOUSING PROJECT DEVELOPMENT PROGRAMME

CONSOLIDATED CAPITAL GRANT 2020/2021

CALL FOR REGISTRATION OF INTEREST

The Social Housing Regulatory Authority (SHRA) is the custodian of Social Housing in South Africa. Social Housing providers are widening the range of housing options available to the poor and is defined as a Rental Housing option targeted at medium to low income households (who earn between R1000 and R16 000 per month), located only in the Rapid Changing Development Zones (RCDZ). The National Department of Human Settlements (NDHS) provides funding for Social Housing projects in the form of grants. These grants are made available annually by the SHRA to Social Housing Investment Programme (SHIP). The parameters of the programme are defined in the Social Housing Act 10 of 2008. There is an open call for registrations of interest - targeted at accredited SHRA and Other Delivery Agencies.

REGISTRATION OF INTEREST

Social Housing Units (SHU) and Other Delivery Agencies (ODA) are hereby invited to register their interest to develop housing units under the social housing programme. Registrations of interest should be submitted through an official letter addressed to the Executive, Commission, Accreditation and Regulation, of the Social Housing Regulatory Authority, 82 Nkomo Square, confirming the following:

- Your intent to register your interest to submit a project for consideration by the SHRA.
- Name of organisation, type of organisation and company (Pty Ltd) (FOR ODA).
- Office Contact Numbers, postal and physical.
- Contact Details (VAT and Project Liaison (name, telephone, mobile)).
- Name of the Project.
- Details of each project.
- Name of each project.
- Location: physical address, municipality, province and GPS Coordinates.
- Number of Social Housing Units.
- Type of Project (Greenfield/Retrofit/Conversion/Acquisition).
- Name of the Project (located in designated Reservoir/Zones (RZ) and/or the type of the RZ).
- Provide a copy of your project's summary/abstract and an anti-racism, Town Planning/Building, Environmental/Assessment, Bulk Services, Demographic information in the area, Environmental Impact Assessment and the project's financial information, detailed cost estimate/undertake, construction/very agent structures.
- Project Rationale/Justification: Provide a summary of Project local and national attributes to support social housing investment, a copy of the project's business plan (business and social) (completion of the Business Plan/understanding of the local housing market, local/communities and public opinion).
- Confirmation that the project is endorsed by the Provincial Steering Committee (PSC).
- Confirmation that the project complies with the Social Housing Code of Practice, medium to high density residential rental project with a minimum size of 30m², targeting beneficiaries with income between R1 000 and R16 000 per household per month.
- Business Profile: Submit a copy of your organisation's business experience. NB: ODA to sign/submit.

Additional information/requirements for the Registration of Interest can be obtained from the SHRA website. Late Registration of Interest will not be accepted. Submit your Registration of Interest to hr@shp.shra.org.za by 31 May 2020.

CONTACT DETAILS: For any enquiries, email hr@shp.shra.org.za or 021 524 3316. SHRA website: www.shra.org.za. Telephone: Registration of Interest.

defence

Department of Defence and Military Veterans

REGISTRATION OF INTEREST

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2. The Department of Defence and Military Veterans is an equal opportunity, affirmative action employer. It is our intention to promote representability (race, gender and disability). The candidature of persons whose transfer/appointment will promote representability will receive preference.

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4. Successful candidates will be required to disclose their financial interests within one (1) month of appointment. The successful candidate will be required to enter into a five (5) year employment contract and performance agreement with the Minister of Defence and Military Veterans. Applicants must quote the relevant reference number provided. Applications received after the closing date will not be considered. Failure to comply with the above instructions will result in applications being disqualified.

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National Lotteries Commission

Position(s):

- Chairperson; and
- Non-Executive Board Member

Summary

There are different requirements in the legislation governing the National Lotteries Commission – the Chairperson post goes through a parliamentary process, whilst ordinary membership does not.

Chairperson.

The vacancy in the post for Chairperson needs to be filled by 1 December 2020. Following a public call for nominations in September 2020, 51 candidates were proposed. During October, an independent process was followed to narrow the list; and subsequently in November an Inter-Ministerial shortlisting committee identified the three strongest candidates based on governance experience and profile.

A shortlist will need to be submitted to Parliament for a public and transparent process to be followed, in accordance with the Lotteries Act, prior to a decision on a final candidate.

The three strongest candidates identified for the shortlist are:

- [REDACTED]
- [REDACTED]
- [REDACTED]

Additional Board Member

In addition to the above, there is one vacancy for a Board member for the NLC. An advert was placed for nominations and 82 nominations were received.

Following a shortlisting process, the following three candidates were identified as most suitable for consideration:

- [REDACTED]
- [REDACTED]
- [REDACTED]

Background

The National Lotteries Commission regulates various lotteries including sports pools, society lotteries, raffles and competitions. The NLC monitors and regulates the running of various lottery competitions, including those organised by non-profit organisations to raise funds and by companies to promote their goods and services. The NLC also serves as a [REDACTED], providing registered Non Profit Organisations with funding to establish projects that improve the lives of everyday South Africans.

The operations of the NLC are overseen by a board, appointed by the Minister of Trade, Industry and Competition.

Composition of the Board

The composition of the board has been prescribed by the Act, and consists of the following:

- a chairperson;
- one member designated by the Minister; and
- not more than five members who have proven business acumen or applicable knowledge or experience with regard to matters connected with the functions of the board, and of whom at least one should be a legal practitioner admitted to practise in the Republic and at least one a chartered accountant in the Republic.

Prior to the vacancies, there were 3 female and 3 male ordinary board members, in addition to the Chairperson who is male.

Currently, there are 2 females and 4 males on the Board, including the Chair. The vacancy for Chair will mean 2 females and 3 males on the Board.

Legislative provision for appointment of board members

The members of the Board are appointed by the Minister of Trade, Industry and Competition in terms of the Act.

The process to appoint the Chairperson of the Board is prescribed in terms of Section 3(3) of the Act, which states:

The Chairperson shall be appointed after:

- the Minister has by notice in the Gazette; and in not less than two newspapers circulating in every province invited interested parties to nominate persons suitable for appointment as chairperson;

- the relevant committee of the National Assembly has made recommendations to the Minister in relation thereto
- a transparent and open process of considering persons so nominated.

Process followed to date

Call for nominations

On 4 September 2020, a notice was published in the Government Gazette, and on 6 September 2020, a notice was published in both the Sunday Times and City Press requesting call for nomination for (i) the position of Chairperson; and (ii) the additional board member position. (Please see advert attached.)

Members of the public were given until 21 September 2020, to submit their nominations to the Department of Trade, Industry and Competition for consideration.

More than 51 nominations were received for the position of the Chairperson of the board; while a further 82 nominations were received for the position on non-executive board member.

The list of nomination for both the position of Chairperson, and non-executive board member are attached.

Independent shortlisting panel

Following the receipt of nominations, referred to above, an independent panel was established to further shortlist candidates for the position of Chairperson and to make recommendations to the Ministry of Trade, Industry and Competition on the suitability of candidates for the position of Chairperson.

The Independent Shortlisting Panel was requested to consider the candidates who had been nominated for the position of Chair following the public call, and to identify candidates who had the requisite qualities to serve as Chairperson, bearing in mind the need to ensure good governance and transparency.

Following their deliberation of the 51 candidates nominated to the position of Chairperson of the board, the Independent Shortlisting Panel identified up to six individuals for consideration for shortlisting.

Ministerial shortlisting panel

Following the further shortlisting by the Independent Shortlisting Panel, the Department of Trade, Industry and Competition established a Ministerial Shortlisting Panel, consisting of:

- [REDACTED]
- [REDACTED] and
- [REDACTED]

The Ministerial Shortlisting Panel considered the input of the Independent Shortlisting Panel and whether any other nominated candidates had the requisite qualities to fulfil either role.

Following deliberation by the Ministerial Shortlisting Panel, the following individuals have been short-listed for the position of Chairperson:

- [REDACTED]
- [REDACTED]
- [REDACTED]

In addition to this process, the following individuals have been identified for shortlisting for the additional board member position:

- [REDACTED]
- [REDACTED]
- [REDACTED]

The summary of CVs for the above individuals are attached as an annex to this document in Annexure A and Annexure B respectively.

A list of all the applicants is attached to the this document in Annexure C and Annexure D respectively.

Annexure A: Summary of Candidates for the Position of Chairperson of the NLC

	African	Male
Current positions:	<ul style="list-style-type: none"> • Chairperson, Kagiso Tiso Holdings • Chairperson, DHL South Africa 	
Previous positions:	<ul style="list-style-type: none"> • Director-General and Cabinet Secretary, Presidency (1999 – 2008) • Director-General, Office of the Deputy President (1996 – 1999) • Member of the Board, DBSA (1997 – 2000) • Chairperson, SA Housing Trust (1996 – 1998) • Commissioner, Independent Electoral Commission (1993 – 1994) • General Secretary, SA Council of Churches (1987 – 1994) 	
Qualifications:	<ul style="list-style-type: none"> • Master of Public Administration (Harvard University 1995) • Masters in Religious Studies (UKZN Pietermaritzburg 1992) 	

Prof. [REDACTED]	African	Female
Current positions:	<ul style="list-style-type: none"> • Law Trust Chair in Social Justice Research, Stellenbosch University • Advanced Leadership Fellow, Harvard University (US) (2017 – Present) 	
Previous positions:	<ul style="list-style-type: none"> • Public Protector of South Africa (2009 – 2016) 	
Qualifications:	<ul style="list-style-type: none"> • LLB (Wits 1991) • BA Law (Swaziland 1987) 	

[REDACTED]	African	Male
Current positions:	<ul style="list-style-type: none"> • Chairperson of Panel on Integrated Transformation, University of Free State (2020 – Present) • Chairperson, Steve Biko Centre for Bioethics Wits University (2018 – Present) 	
Previous positions:	<ul style="list-style-type: none"> • Rector, College of Transfiguration Grahamstown (2011 – 2015) • Vice Chancellor and Professor of Constitutional, International and Indigenous Law, UNISA (2001 – 2010) • Chairperson, SA Human Rights Commission (1995 – 2001) • Senior Lecturer, University of Cape Town (1993 – 1995) • Director, World Council of Churches to Combat Racism Geneva (1988 – 1992) 	


	<ul style="list-style-type: none"> • Attorney of the High Court (admitted 1996) • Ordained Priest, Church of England (confirmed 1983)
Qualifications:	<ul style="list-style-type: none"> • LL.M Labour Law (UNISA 2010) • PhD in Religious Studies (UCT 1995) • Certificate in Theology (Oxford 1983) • Bachelors of Philosophy of Religion and Christian Doctrine (University of London, 1982) • B.Proc (UNISA 1976) • BA Law (UNISA 1975)

Annexure B: Summary of Candidates for the Position of Non-Executive Board Member of the NLC

	African	Female
Current positions:	<ul style="list-style-type: none"> • Chief Legal Researcher, Department of Justice and Constitutional Development (Feb 2019 – Present) 	
Previous positions:	<ul style="list-style-type: none"> • Member of the Board of Directors; Chair of the Audit & Risk Committee; Chair of the Human Resources and Remuneration Committee, Chancellor House Holdings (Pty) Ltd (2005 – 2017) • Member of the Board of Directors, Maloma Colliery Limited (2005 – 2018) • Assistant General Manager and Head of Regulations and Policy Division, South African Reserve Bank (2001 – 2013) • Head of Legal Services, Armaments Corporation of South Africa (Armcor) (1989 – 2001) • Director: Legal Support, Department of Defence (1996 -1999) • Practising Advocate, Cape Bar Cape Town (1994 – 1995) 	
Qualifications:	<ul style="list-style-type: none"> • LLM (Mercantile Law) (Pretoria 2004) • LLM (International Law) (UJ 1997) • LLB (UKZN 1989) 	

	Coloured	Female
Current positions:	<ul style="list-style-type: none"> • Chairperson, South African National Biodiversity Institute (SANBI) (2018 – Present) • Trustee, Pioneer Foods Education and Community Trust (Sept 2017 – Present) 	
Previous positions:	<ul style="list-style-type: none"> • Member of Parliament (2012 – 2014) <ul style="list-style-type: none"> ◦ Member of Portfolio Committee on Energy ◦ Member of Portfolio Committee on Water and Environment • Deputy Chairperson, WESGRO (2004 – 2010) • Chairperson, University of Western Cape Council (2006 – 2010) • Chairperson, Wentworth Foundation (2013 – 2018) • Member of Monitoring and Evaluation Committee, Department of Public Works (2002 – 2008) 	
Qualifications:	<ul style="list-style-type: none"> • Certificate in Finance (2000 Johannesburg School of Finance) 	

	<ul style="list-style-type: none"> • Diploma in Business Economics (1989 College of Management, Cape Town) • Diploma in Business Management (1988 College of Management, Cape Town)
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	African	Female
Current positions:	<ul style="list-style-type: none"> • Executive Chairperson, Ramuedzisi Chartered Accountants & Registered Auditors (Jan 2008 – Present) • Member of Legal Compliance Committee, South African Institute of Chartered Accountants (SAICA) (Dec 2008 – Present) • Member of Audit & Risk Committee, Audit & Risk Committee of the Council of the Tshwane University of Technology (Jan 2016 – Present) • Member of Board of Trustees, National Lotteries Participants Trust (Mar 2016 – Present) • Independent member of Audit & Risk Committee, Financial and Fiscal Commission (Jan 2018 – Present) • Independent non-executive director, Reunert Limited (Apr 2018 – Present) 	
Previous positions:	<ul style="list-style-type: none"> • Senior Lecturer, University of Johannesburg (Jan 2008 – Dec 2013) • Supervisor, Financial Services Group, Bank Audit, KPMG (Jan 2005 – Dec 2007) 	
Qualifications:	<ul style="list-style-type: none"> • PhD (Pretoria currently enrolled) • Master of Commerce (UJ 2012) • Business Science (UCT 2002) 	

ANNEXURE C

APPLICANTS FOR THE NATIONAL LOTTERIES COMMISSION (NLC) CHAIRPERSON POSITION

	Full Name of Applicant	Race	Sex and Marital Status
1	[REDACTED]	[REDACTED]	African Male
2	[REDACTED]	[REDACTED]	African Male
3	[REDACTED]	[REDACTED]	White Female
4	[REDACTED]	[REDACTED]	African Male
5	[REDACTED]	[REDACTED]	Coloured Female
6	[REDACTED]	[REDACTED]	African Male
7	[REDACTED]	[REDACTED]	White Male
8	[REDACTED]	[REDACTED]	African Male
9	[REDACTED]	[REDACTED]	African Male
10	[REDACTED]	[REDACTED]	Indian Male
11	[REDACTED]	[REDACTED]	African Female
12	[REDACTED]	[REDACTED]	African Male
13	[REDACTED]	[REDACTED]	African Male
14	[REDACTED]	[REDACTED]	African Female
15	[REDACTED]	[REDACTED]	African Female
16	[REDACTED]	[REDACTED]	African Male
17	[REDACTED]	[REDACTED]	African Male
18	[REDACTED]	[REDACTED]	African Female
19	[REDACTED]	[REDACTED]	African Male
20	[REDACTED]	[REDACTED]	African Male
21	[REDACTED]	[REDACTED]	Indian Male
22	[REDACTED]	[REDACTED]	African Female

	ADDRESS	NAME	CLASS-Race
23	[REDACTED]	[REDACTED]	African Male
24	[REDACTED]	[REDACTED]	African Male
25	[REDACTED]	[REDACTED]	African Female
26	[REDACTED]	[REDACTED]	African Male
27	[REDACTED]	[REDACTED]	African Male
28	[REDACTED]	[REDACTED]	African Female
29	[REDACTED]	[REDACTED]	African Male
30	[REDACTED]	[REDACTED]	White Male
31	[REDACTED]	[REDACTED]	African Male
32	[REDACTED]	[REDACTED]	Indian Male
33	[REDACTED]	[REDACTED]	African Male
34	[REDACTED]	[REDACTED]	African Male
35	[REDACTED]	[REDACTED]	Indian Female
36	[REDACTED]	[REDACTED]	African Female
37	[REDACTED]	[REDACTED]	African Male
38	[REDACTED]	[REDACTED]	African Male
39	[REDACTED]	[REDACTED]	African Female
40	[REDACTED]	[REDACTED]	African Male
41	[REDACTED]	[REDACTED]	Colored Male
42	[REDACTED]	[REDACTED]	Indian Male
43	[REDACTED]	[REDACTED]	Indian Male
44	[REDACTED]	[REDACTED]	African Male
45	[REDACTED]	[REDACTED]	African Male
46	[REDACTED]	[REDACTED]	Indian Female
47	[REDACTED]	[REDACTED]	African Male
48	[REDACTED]	[REDACTED]	Colored Male

	SURNAME AND FIRST NAME	NAME	ETHNICITY / RACE
49	[REDACTED]	[REDACTED]	African Male
50	[REDACTED]	[REDACTED]	African Female
51	[REDACTED]	[REDACTED]	African Male

ANNEXURE D

APPLICANTS FOR THE NATIONAL LOTTERIES COMMISSION (NLC) NON-EXECUTIVE POSITION

NO	SURNAME AND INITIALS	GENDER	RACE
1.	[REDACTED]	Female	Indian
2.	[REDACTED]	Male	African
3.	[REDACTED]	Male	African
4.	[REDACTED]	Female	White
5.	[REDACTED]	Female	African
6.	[REDACTED]	Male	African
7.	[REDACTED]	Female	Coloured
8.	[REDACTED]	Male	African
9.	[REDACTED]	Female	Coloured
10.	[REDACTED]	Male	African
11.	[REDACTED]	Male	Indian
12.	[REDACTED] (late application)	Female	African
13.	[REDACTED]	Male	African
14.	[REDACTED]	Male	Indian
15.	[REDACTED]	Female	Colored
16.	[REDACTED]	Male	Indian
17.	[REDACTED]	Male	Indian
18.	[REDACTED]	Female	African
19.	[REDACTED]	Male	African
20.	[REDACTED]	Female	African
21.	[REDACTED] (late application)	Female	African
22.	[REDACTED]	Female	African
23.	[REDACTED]	Female	Coloured
24.	[REDACTED]	Male	African
25.	[REDACTED]	Male	African
26.	[REDACTED]	Male	African
27.	[REDACTED]	Male	African
28.	[REDACTED]	Male	
29.	[REDACTED]	Male	African
30.	[REDACTED]	Male	Indian
31.	[REDACTED]	Male	Indian
32.	[REDACTED]	Male	African
33.	[REDACTED]	Male	African
34.	[REDACTED]	Male	African
35.	[REDACTED]	Female	African
36.	[REDACTED]	Female	African
37.	[REDACTED]	Female	African
38.	[REDACTED]		
39.	[REDACTED]	Male	African

NO.	SURNAME AND INITIALS	SEX	RACE
40.	[REDACTED]	Female	African
41.	[REDACTED]	Male	African
42.	[REDACTED]	Male	African
43.	[REDACTED]	Female	African
44.	[REDACTED]	Female	African
45.	[REDACTED]	Male	African
46.	[REDACTED]	Male	African
47.	[REDACTED]	Male	African
48.	[REDACTED]	Female	African
49.	[REDACTED]	Male	African
50.	[REDACTED]	Male	African
51.	[REDACTED]	Male	African
52.	[REDACTED]	Male	African
53.	[REDACTED]	Male	African
54.	[REDACTED]	Male	White
55.	[REDACTED]	Female	African
56.	[REDACTED]	Male	African
57.	[REDACTED]	Male	African
58.	[REDACTED]	Female	African
59.	[REDACTED]	Female	African
60.	[REDACTED]	Male	African
61.	[REDACTED]	Male	Indian
62.	[REDACTED]	Female	
63.	[REDACTED]	Male	African
64.	[REDACTED]	Male	African
65.	[REDACTED]	Female	Indian
66.	[REDACTED]	Female	African
67.	[REDACTED]	Male	African
68.	[REDACTED]	Male	African
69.	[REDACTED]	Male	African
70.	[REDACTED]	Female	African
71.	[REDACTED]	Female	Coloured
72.	[REDACTED]	Male	African
73.	[REDACTED]	Male	Indian
74.	[REDACTED]	Male	African
75.	[REDACTED] (late application)	Female	African
76.	[REDACTED]	Male	African
77.	[REDACTED]	Male	Indian
78.	[REDACTED]	Male	African
79.	[REDACTED]	Female	
80.	[REDACTED]	Male	African
81.	[REDACTED]	Female	African
82.	[REDACTED]	Male	African

**AGRICULTURE AND ANIMAL HEALTH DEPARTMENT
RECOMMENDED CANDIDATES FOR APPOINTMENT TO THE POST OF
DEPARTMENTAL VETERINARY AND BIOLOGICAL
SCIENTIST**

1. [REDACTED] Veterinarian. Masters in Business Administration, Bachelor of Veterinary Medicine and Surgery. Currently owner and founder of TLC Health Solutions and previously the Managing Director of OBP, CEO of South African Weather Services, State Veterinarian, Eastern Cape Provincial Government and Business Development Manager at Pfizer Laboratories, Pty Ltd.
2. [REDACTED] PhD in Animal Breeding and Genetics, Masters in Business Leadership, Masters in Agriculture. Currently serving as the Head of Department and Professor at the Tshwane University of Technology since 2013 and a Director at Agri Development Solutions and Ozone (Pty) Ltd.

Recommended candidate for appointment is [REDACTED]

[REDACTED] 46 years, African Male

**FINANCE DEPARTMENT
RECOMMENDED CANDIDATES FOR APPOINTMENT TO THE POST OF
DEPARTMENTAL FINANCIAL OFFICER**

1. [REDACTED] A Chartered Accountant (CA) with BCom Accounting. Served as the Head of the Department of Finance Operations at the South African Airways; Senior Specialist Group Finance, SA Express Airline, Head Group Finance at ThyssenKrupp Engineering and CFO at Brevity Trade 12.
2. [REDACTED] A Chartered Accountant (CA). Currently serves as member of various Audit Committees including CIPC, SA Weather Services. Previously served as Acting CFO and MD of Pikitup, City of Johannesburg; Group CFO at Primedia Sport (Pty) Ltd, CFO at Broadband Infranco, Finance and Commercial Director at Motorola Sub-Sahara Africa

Recommended candidate for appointment is Ms Nona Sonjani, 34 years, African Female

**DEPARTMENT OF JUSTICE
RECOMMENDED CANDIDATES FOR APPOINTMENT TO THE POST OF
DEPARTMENTAL LEGAL OFFICER**

1. [REDACTED] LLB Degree. Currently runs [REDACTED] & Associates. Previously Rights of Appearance in the High Court of South Africa, Attorney at the Legal Board of South Africa, Express Branch for Scorpion Legal Protection, Attorney on the Workers Life panel, Clientele Legal, Alfred Duma Local Municipality, State Attorney, Ladysmith Association of the Aged. She is also a certified Mediator and Commissioner for Ladysmith Small Court in.
2. Advocate [REDACTED] LLB Degree and B Proc. Currently an Advocate at Bisho Society of Advocates; Legal Administration Officer at Regional Land

Claims Commission and Candidate Attorney at Mlonzi & Company INC.

Recommended candidate for appointment is MsKribashni Naidoo. 37 years, Indian Female

CATEGORY 4: CLAIMS RE-CALIBRATION

1. Mr. [REDACTED] Master in Business Administration and Honours Degree in Human Resource Development. Currently serving as the Head / Divisional Manager, Human Capital at Companies Intellectual Property Commission and the acting CEO of the National Libraries of South Africa. Previously Head: Human Capital at Johannesburg Roads Agency, General Manager Human Resources at Great North Transport and Executive Manager: Corporate Services at Health and Welfare SETA.
2. [REDACTED] Masters Degree in Human Resources Management and Honours in Social Sciences. Currently employed as the Executive Director: Human Resources at the University of Kwa-Zulu Natal. Previously served as Senior Director: Human Resources and Development, Mangosuthu University of Technology, Director Human Resources and Management at South African Human Rights Commission and Head of Human Resources at SADTU.

Recommended candidate for appointment is Mr Lufuno Nematswerani. 61 years, African Male

CATEGORY 5: RE-AUDITING

1. [REDACTED] A Chartered Accountant (CA) and Honours in Accounting. Currently a Director at Fraudsmiths (Pty) Ltd. Previously served as a partner at Bowmans Gilfilian responsible for Executive Investigations; Director at Fraudsmiths (Pty) Ltd, Senior Manager at Sizwe Ntsaluba Gobodo, Internal Auditor at Wheels of Africa (Pty) Ltd, Financial Accountant and Internal Auditor at National Sorghum Breweries.
2. [REDACTED] B-Tech in Internal Auditing and a National Diploma in Internal Auditing. Currently the Chief Executive Officer and owner of Veritos Consulting since 2008. Previously Internal and Forensic Audit Manager for [REDACTED] Internal & Forensic Audit Manager for Price Waterhouse Coopers.

Recommended candidate for appointment is [REDACTED] 46 years, Coloured Female.

CATEGORY 6: CORPORATE GOVERNANCE

1. [REDACTED] Master in Business Administration and B Com. Currently Executive Chairman and CEO of ANSANCO Management Consultants; Audit Committee member of the Department of Agriculture, Land Reform and Rural Development. Previously Chairperson of former DAFF Risk Committee, CEO of Perishable Produce Export Control Board (PPECB), Acting CEO of Agricultural Research Council (ARC). He also previously served as member of the Risk Committee of the Department of Agriculture, Forestry and Fisheries.
2. [REDACTED] Master of Philosophy in Development Finance, Master in Business Administration, Masters of Science in Electronics. Currently Executive Director of International Business Research. Previously Chief Risk Officer at Central University of Technology, Director: Information Technology at HSRC, Chief Operating Officer, Chemical Industries SITA Director, Senior Manager Financial Management Systems at Department of Finance and Economic Affairs

Recommended candidate for appointment is Mr Luvuyo Mabombo. 51 years. African Male

RECOMMENDATIONS FOR APPOINTMENT OF CHAIRPERSON OF THE BOARD

1. [REDACTED] 46 years, African Male
2. [REDACTED] 34 years, African Female
3. [REDACTED] 37 years, Indian Female
4. [REDACTED] 51 years, African Male
5. [REDACTED] 46 years, Coloured Female
6. [REDACTED] 51 years, African Male
7. Current OBP Chief Executive Officer (as per OBP Act)

Gender : 3 Females and 3 Males (50%)
 Demographics: 1 Indian Female, 1 Coloured Female, 1 African Female, 3 African Male

APPOINTMENT OF CHAIRPERSON OF THE BOARD

The selection committee based on the current challenges experienced by the OBP and the need to have a strong individual with experience in leading Boards and its committees to lead the Board of the company, it resolved to present the following three recommendations for consideration for position of Chairperson of the OBP Board:

1. [REDACTED] (Recommended Chairperson)
2. [REDACTED]



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

SELECTION PROCESS FOR THE APPOINTMENT OF BOARD MEMBERS OF THE AMATOLA WATER

TERMS OF REFERENCE FOR THE SELECTION PANEL

1. Introduction

Amatola Water is a water services provider that operates in the Eastern Cape Province to act within the areas that are proclaimed in the Government Gazette No. 18409 of 14 November 1997.

The Water Services Act of 1997 is the enabling legislation which gave effect to the establishment of the Amatola Water whose primary function is the provision of water services (water supply and sanitation services) to other water services institutions (water services authorities, water services providers) within its area of competency.

Section 29 and 30 of the Water Services Act directs the mandate of Amatola Water amongst other to be:

- a) The determination of policy and exercising of oversight on water services providers,
- b) The running bulk water infrastructure projects,
- c) The collection of revenue.

In addition to its mandate, Amatola Water has a strategic developmental role namely, to contribute to national government's broader objectives and growth stimulation towards the furtherance of the ideals in the National Development Plan.

Section 35(3) of the WSA, states that when appointing members of a water board, Minister must have regard to:

- (a) the objects of the water board;
- (b) the need for the board to be representative of -
 - (i) the water services authorities to which it provides water services;
 - (ii) the other interests served by the water board; and
 - (iii) the broad population;
- (c) the expertise required for the board to function effectively; and
- (d) the desirability or otherwise of executive employees being members of the board.

According to Public Finance Management Act (PFMA), 1999, the Minister is the executive authority of the national public entity with ownership control over such entity. PFMA defines ownership control as "the ability to exercise any of the following powers to govern the financial and operating policies of the entity in order to obtain benefits from its activities:

- a) To appoint or remove all, or the majority of, the members of that entity's board of directors or equivalent governing body;
- b) To appoint or remove that entity's chief executive officer;
- c) To cast all, or the majority of, the votes at meetings of that board of directors or equivalent governing body; or
- d) To control all, or the majority of, the voting rights at the general meeting of that entity.



The Minister of Human Settlements, Water and Sanitation has appointed a Selection Panel (Table 1 below) to support the process of selecting suitable Board Members for the Amatola Water. The term of office for Board members of the Amatola Water shall be for a period of four (4) years renewable for three (3) consecutive terms.

The following are the members of the Selection Panel:

Table 1: Members of the Selection Panel

NO.	NAME AND SURNAME	PROFILE	POSITION ON THE SELECTION PANEL
1.	[REDACTED]	Portfolio Committee on Human Settlements, Water and Sanitation (Chairperson)	Chairperson
2.	[REDACTED]	Advisor to the Minister of Human Settlements, Water and Sanitation	Member
3.	[REDACTED]	Acting Director-General: Water and Sanitation	Obsever
4.	[REDACTED]	Mr Singh is a Deputy-Director General for Water Sector Regulation, responsible for Entity Oversight in the Department of Water and Sanitation.	Member
5.	[REDACTED]	Ms Makhanya is the Eastern Cape Provincial Head at Department of Water and Sanitation.	Member
6.	[REDACTED]	A person representing the Province to be nominated by the office of the Premier.	Member

2. Role of Selection Panel:

The Selection Panel will provide strategic guidance, support and advice to the Minister on suitable persons to serve on the Board. They shall serve and perform their role with independence and objectivity. The Selection Panel will shortlist candidates, interview the selected candidates and ensure that all candidates have an equal opportunity during the shortlisting, interview and thereafter do the final shortlisting of candidates to be recommended to the Minister for appointment.

The final list to Minister should not be more than twenty (20) candidates and this will give Minister a broad selection for final appointment before submission to Cabinet for consideration (see template attached as Appendix 1).

The Selection Panel shall provide three (3) candidates per each category/skills set. The Selection Panel shall motivate for the Chairperson and Deputy Chairperson and shall provide three (3) names for the Minister to make a decision. The Selection Panel shall prepare the report, including a full motivation for each candidate and submit the final recommended candidates to the Minister

2.1 Specific Deliverable of the Selection Panel:

- To submit to the Minister a list of twenty (20) preferred candidates (with a full motivation for each) that qualify as Board Members.
- To recommend and motivate to the Minister at least three (3) suitable candidates to be considered for Chairperson and Deputy Chairperson.

- To submit to Minister a full report (signed and endorsed by all members) detailing the whole process and the recommended candidates.

2.2 Confidentiality

Members should ensure confidentiality of the process. In respect of the COVID-19 regulations, the Selection Panel will meet through a virtual platform. The summary of the nominations and CVs of the nominated candidates will be sent to the Selection Panel through email, two days before the date of the meeting.

A confidentiality form will be circulated to the Panel Members for their signatures.

2.3 Governance of the Selection Panel

The Selection Panel shall be convened and chaired by Chairperson as appointed by the Minister. The Selection Panel reports to the Minister. In the absence of the Chairperson the Director-General may after consultation with Minister appoint the Deputy Director-General: Water Sector Regulation to chair the meeting.

2.4 Reimbursement

The circular 2018 and 2019 published by National Treasury on Remuneration of non-official members: Commissions and Committees of Inquiry & Audit Committees states that employees of national, provincial and local government or institutions, agencies and entities of government are not entitled to additional remuneration. In line with the above, the National Treasury has published the rates as follows:

Members	Commission of Inquiry		Committee of Inquiry	
	Per day	Per hour	Per day	Per hour
Chairperson	R 5230	R 654	R 4317	R 540
Ordinary members	R 3688	R 486	R 2619	R 327

Public servants will not be paid unless they have taken leave from their employment for the day of the short-listing and declare to their Human Resources of their appointment on the Selection Panel (a copy of the letter must be sent to the Department of Water and Sanitation).

3. Meeting procedures

3.1 Secretariat

- The Secretariat will be provided by the Department under the DDG: Water Sector Regulation.
- The Secretariat shall take overall responsibility for coordination of meetings, preparation of agendas, minutes and documents for the meetings. This will involve liaison with members on agenda items etc.

3.2 Meetings

- Meetings will take place as scheduled by the Chairperson.
- The venue, time and date may be changed on request of a majority of the members.
- Additional meetings may be scheduled by the Chairperson in the event of him/her identifying important matters for discussion, which in his/her opinion cannot wait until a scheduled meeting takes place.

- The notices of the meetings and documents including Draft Agenda items will be circulated through email at least three (3) days before the meeting.
- Requests for agenda items should be lodged with secretariat at least five (5) days before the meeting.
- Apologies of absence should be sent to secretariat in writing five (5) days before the meeting.

3.3 Quorum

- The quorum will consist of half the number of Panel Members plus one (50+1).

4. Termination of Panel Membership

- The following specific reasons will be considered to be sufficient for the termination of the services of a Panel Member:
 - Absent from three (3) meetings without an apology;
 - Making any public statement as a member or behaving in a manner that can or will embarrass the Minister or the Department or other members;
 - Divulging any confidential or embargoed information before due or publication dates or deadlines; and
 - Involved and found guilty of any criminal, fraudulent or illegal activity which may, *inter alia*, emanate from activities of the Panel, its Members or the Department.

5. Dispute Resolution

If the Panel Members cannot reach consensus, a decision will be taken through voting. The Chairperson is excluded in the voting process, however, in the case of a tie, the Chairperson will cast the deciding vote.

6. Principles:

- 6.1 **Skills based:** The Board of the Water Sector Entities are predominantly expert based board and therefore members shall be selected based on experience, knowledge and expertise of the water and related sectors.
- 6.2 **Independent thinking:** The members of the Board should be independent thinkers who can analyse and articulate the issues at hand and be able to provide strategic direction to the Board and the Minister.
- 6.3 **Transformation:** The members of the Board should have the interest of South Africa at large and in particular the passion for developing the water sector and commitment to the broader transformation agenda of government.
- 6.4 **Credibility:** The members must have credibility with a good reputation and be people of good standing in their respective areas of expertise or the sector.
- 6.5 **Availability:** The members should be available, be prepared to serve, dedicate time to read the documents and give strategic input.

7. Criteria for Board Member Selection:

The following criteria serve as a guideline and are to be applied as far as possible without jeopardising selection of the strongest or most appropriate nominees.

7.1 Appropriate skills set

Skills profile of the proposed Board is balanced and consists of the following set of skills:

- Information Technology;
- Business Development;
- Finance, Audit and Risk;
- Human Resource, Ethics, and Legal;
- Research and Innovation; and
- Demonstrate leadership and Corporate Governance experience.

7.2 **Mix of the old and new board members**

To ensure continuity it is recommended that a maximum of 40% of the recommended candidates by the selection panel are old / current Board members.

7.3 **Succession plan**

The age profile ranges to be considered between 30 and 65 years old.

7.4 **Gender representation**

A least 50% women representation should be considered.

7.5 **Race representation**

Race should be considered.

7.6 **Sector spread**

Sectors should be from within the water services and water resources.

8. **Exclusions**

In short listing of the candidates the following are excluded:

- DWS officials will be excluded because the Minister is the shareholder but other government officials can be considered.
- Former employees of the Entity who have left the employment less than three (3) years.
- Old Board members who has served three (3) consecutive terms of four (4) years each.
- Those who are not South African citizens.
- Those who provided incomplete information.
- Those who do not have extensive experience (5 years) in the water and sanitation sector and related sectors or in corporate governance.
- Late applications shall be excluded.
- No signed proposer and seconded shall be excluded.

9. **Conclusion**

We thank members of the Selection Panel for agreeing to be of service to the country.


CV No	Name	Race	Gender	Qualification	Experience	Location
128	[REDACTED]	African	M	<p>Municipal Finance Programme, Executive Development Programme, MPhil in Sustainable Development Planning, BA in Politics and Development Administration, Certificate in Project Monitoring and Evaluation, Certificate in Public Management</p>	<p>Head of Department and Accounting Officer – Department of Economic Affairs, Environment and Tourism, Chief Director: Strategy – Department of Social Development, Managing Director – Dimensions Development Network consulting, Senior Manager: Financial Management Training – Eastern Cape Provincial Treasury, Programme Manager: Community Development Planning – Eastern Cape Socio Economic Consultative Council, Training Manager: Local Government – Afesis Corplan – Urban Sector Network, Deputy Chairperson – Eastern Cape Youth Commission</p>	Eastern Cape
BUSINESS MANAGEMENT						

CV No.	Name	Race	Gender	Qualification	Experience	Location
LEGAL EXPERTISE						
125	[REDACTED]	African	F	LLB - University of KwaZulu-Natal B Juris - Walter Sisulu University	She has vast experience in Legal, Governance and Public Service. Currently serves at Tshwane University of Technology Council. Previously serving as a board member at NSFAS, ICASA, Cathsseta, USAASA.	Gauteng
129	[REDACTED]	African	F	B Proc, LLB, Honours in Business Management & Administration, Attorney of the High Court of South Africa	Delegate and Presented a paper at International Woman's Conference held in Johannesburg to draw suitable arrangement for Woman Empowerment in the new Constitution, Delegate on International Conference on models of land redistribution held at Sabia River - Preparing draft clause for property rights in South Africa's interim constitution. Nominated to the technical committee at the World Trade Center responsible to determining South Africa's Flag and National Anthem. Appointed by the Minister of Land, Affairs and Agriculture as an expert on a panel to advise on impact of foreign land ownership in South Africa. Developed CARS part 108 for South African Civil Aviation Authority. Leader - Transformation of Law Society of the Cape of Good Hope. Appointed by National Heritage Council to a panel to resolve a conflict about the Sefa Board Chairing Audit Committee. Chairperson: Black waters Association (EC Province), Chairperson: (2008-2015) Amatola Water, Deputy Chairperson: South African National Energy Development Institute, Director: Border Cricket, Deputy Chair: Agricultural Research Council, Chairperson: Sefa Audit Committee.	Gauteng

CV No	Name	Race	Gender	Qualification	Experience	Location
132	[REDACTED]	African	M	National Diploma: Public Administration, National Higher Diploma: Public Administration, Master's Degree Public Management, Doctor of Philosophy: Public Management and Governance	Policy formulation, Employee Performance Management, Organisational Development and Evaluation, Human Resources Administration, Labour Relations, Manage Corporate Services, Manage Human and Financial Resources	KwaZulu-Natal
133	[REDACTED]	African	F	Diploma in Marketing, Higher Diploma in Education, Bachelor of Arts, MBA (Current)	Project Management, Strategy –UCT Business School, Business Writing Skills, Pitching to Win Training, CSI training sponsored through ABSA, Risk and Audit Training, Effective Course for Managers, Pit to Port Training, Customer Engagement Workshop, Aberkyn Program (Netherlands). Council Member at EastCape Midlands College (FET College), also serves on the 2 committees, HR Committee – advise the college on HR issues, Board Member of Mandela Bay Development Agency (MBDA), Chairman of REMCO, Risk and Audit Committee – risk mitigation on finances, legal issues, Board Member – Eastern Cape Liquor Board, Used to be an advisor to the then CEO of the Fort Hare Foundation, Mentor for Allan Grey Orbis Foundation, Member of Vision 4, Deputy Secretary of the Province – PPF	Eastern Cape
TRADITIONAL LEADERS						
66	[REDACTED]	African	M	Bachelor of Philosophy in Bible Interpretation, Diploma in Theology, Bachelor of Arts Honours Development Studies, Bachelor of Agriculture	Pastoral work – ensure general wellness/spiritual life of church members, counselling, reconciliation, mediation, promotion of social justice. Teaching and holistic development of learners, economic use and storage of water. Deputy Chairperson of Amatola Water (interim Board), President of Southern Africa Young Men's Guild (2019-2021), Chair Resolution Committee (2019-2022)	Eastern Cape

ANNEXURE B: ADDITIONAL SUPPLEMENT LIST DEVELOPED BY THE MINISTER'S ADVISORS

CV No	Name	Race	Gender	Qualification	Experience	Location
ENGINEERING AND CONSTRUCTION						
130	[REDACTED]	African	M	MSc Engineering Electric, BSc Engineering Electric, BSc Honours Maths, BSc, Secondary Teachers Diploma	Electric Engineer - Water Recovery growth at SASOL, Engineering Technical Advisor/ Manager with Hawker Siddeley - Medium Voltage Transformer Switchgear Manufacturing Company, Project Engineer (Electrical systems) at Pebble Bed Modular Reactor Project (PBMR), Electrical Engineering at Gold Fields Mining Services, Project Engineering Manager at Gold Field Mining Services, Senior Electrical Engineer - SNC Lavalin, Roan Tailing Project in Democratic Republic of Congo.	Eastern Cape
HUMAN RESOURCES						
127	[REDACTED]	African	M	Master's in Public Administration, Bachelor of Education, Higher Diploma in Education, Bachelor of Arts	Mayor - Ngcobo Local Municipality, EDO Department of Education - Ngcobo District, ABET District Coordinator, Educator, Head of Department - Falo SSS, Cofimvaba. Served as a board member of the Housing Development Agency.	Eastern Cape
131	[REDACTED]	African	F	Doctoral Degree - currently deferred, Global Executive Development Programme, Advanced Strategic Management Programme, IRSMI Management Development Programme, Masters in Business Administration [MBA], B.Com Degree: Majors - Business Management and Marketing, Geology Diploma	Production, Organisational Development, Trade Facilitation - Intra-Africa and Regional Integration, Programme and Project Management, General Management Operations, Development of team compacts and pecking order, Coaching and Mentoring - personal mastery, Collaborative approach and principles - focus on enhancement of team strengths, Leadership archetypes - focus on team development through structures "Think Tank"	Gauteng

CV No	Name	Race	Gender	Qualification	Experience	Location
13		African	F	Master's degree in Business Administration (MBA) Degree, Honours Bachelor of Commerce and Bachelor of Commerce	<p>Leadership and management, successfully implemented various management disciplines which include: Strategic Management, Knowledge Management, Advanced financial Analysis, Project Management, Human Capital Management, Change Management, Risk Management, Stakeholder Management, Communication Management, Innovations Management and the management of operations to mention a few.</p> <p>Currently a member of the DTI Minister's Advisory Board, a Trustee of the Eyabantwana Trust, currently Board member of the World Association of Girl Guides and Girl Scouts, an ordained Minister serving in the Anglican Church of St Saviours, Chairperson of the Finance Committee St Saviours Parish.</p>	Eastern Cape

CV No	Name	Race	Gender	Qualification	Experience	Location
35	[REDACTED]	Indian	M	BSc Environmental Science, BSc (Hons) Environmental Science, MSc Environmental and Water Sciences, PhD Geology (Geophysics) (graduated)	Groundwater Scientist and World Islamic Economic Forum Global Young fellow with extensive international exposure. Worked and trained in multiple research labs globally. Creative problem solving, Project Management, Research, Leadership, Quality Assurance and Control, Geophysics (Potential fields), Policy development, Training, Hydrogeology, Laboratory work. Board member: Anserine Trading and Investments (2010-2016), R.A.N trust (2012 – 2016)	Eastern Cape
44	[REDACTED]	African	M	PhD Sustainable Agriculture (To date), Masters in Sustainable Agriculture (MSA), Masters in Business Administration (MBA), Bachelor of Technology in Agricultural Management, National Diploma in Farm Business Management	Various economic industries of the Agricultural Sector for the last twelve (12) years. Have a clear understanding of the dynamics and challenges facing the development in the Agricultural and Water sector as a key economic driver of the rural economy but at the same time and have acquired knowledge on prospects and challenges facing other sectors of the economy as well. Board member at Grain Farmer Development Association (GFADA) (2011 - 2016), Abenzi Investments Holdings, (2012 -2014), Mohair Empowerment Trust, (2009 - 2017)	Gauteng

BUSINESS MANAGEMENT

GV No	Name	Race	Gender	Qualification	Experience	Location
98	[REDACTED]	White	M	BA LLB - Admitted attorney of the High Court of South Africa	<p>compliance, ICT Law, Broadcasting Law, Administrative Law, Commercial Law, Property Law, Intellectual Property Law, Litigation and Dispute Resolution, Labour Law, Training and Compliance, Corporate Governance and Company Secretarial.</p> <p>Has experience in Public (Administrative) Law, Commercial Law, Litigation, Regulatory Compliance, Supply Chain Management, Licensing, Corporate Governance, Audit & Risk, Human Resources.</p> <p>Board membership: National Nuclear Regulator (2016 to date). Previous membership-Amatola Water: Member of the Board, chairperson of the Human Resources & Remuneration Committee, member of the Finance Committee and of the Governance Committee (2016-2020); Eastern Cape Rural Development Agency: Member of the Board, member of the Audit & Risk Committee and the Human Resources Committee (2012-2019).</p>	Eastern Cape
124	[REDACTED]	African	F	LLB, Practical Legal Training, currently studies LLM	<p>Has experience in Governance, Corporate Law and Commercial Law with expanded knowledge in all these sectors including contract management.</p> <p>Currently serves as a Deputy Chairperson at Eastern Cape Provinces Arts and Culture Council, Board Member- Ubuntu Transformation Foundation. Previously served as a Chairperson - Eastern Cape Progressive Youth Patron - Eastern Cape Youth Awards</p>	Gauteng
SCIENTIFIC STUDIES						
103	[REDACTED]	African	F	PhD Environmental Chemistry, M Sc Chemistry in Membrane Technology, BSc Hons	<p>General Management, Project Management, Energy and Minerals, Waste and Water Treatment, Environmental Management.</p> <p>Board member Strategic Fuel Fund (2019), Board</p>	Gauteng

CV No	Name	Race	Gender	Qualification	Experience	Location
87	[REDACTED]	African	F	Judicial Skills for Traditional Leaders, World Tourism Organization Practicum Diploma, Certificate in Marketing Management, Honours in Sociology	Tourism Development, Resolution of disputes in terms of Customary Law. Acting Chief: ImiDushane Traditional Council (2016 to date), Chairperson: ImiDushane Trust: (2016 to date), Deputy Chairperson: Buffalo City Local House of Traditional Leaders (2016 to date), Board Member: Ncera Macadamia Farming Pty Ltd (2016 to date), Board Member: Macadamia Skills Academy (2016 to date).	Eastern Cape
LEGAL EXPERTISE						
115	[REDACTED]	African	M	B Juris and LLB Post Grad, an admitted Attorney and a Conveyance. Member of Black Lawyers Association.	Has 20 years management experience as a practising attorney and conveyancer. He is qualified in risk management, governance and studying compliance management. Has worked as acting Magistrate. Serves as a Commissioner of small claims Court. He served in several Boards as a Chairperson, Board member and in Audit Committees, Interim board member at Amatola Water, Presiding as chairperson in Property Valuation Appeal Board, serves in as a member of Human Resources and Remunerations Committee.	
120	[REDACTED]	African	M	Cert of Completion on Intergovernmental Relations Training course, MPA e, Diploma - Political Transformation and Good Governance, BA , Teachers Diploma	Has rich experience of oversight of the public service, financial oversight, and performance management experience, knowledge of the PFMA, Treasury Regulations knowledge and understanding of KING IV: Code of Good Governance principles. Previously served as a Member of the Executive MEC for Health, Member of the MEC, Chief Whip of Majority Party, Legislature Programming Committee, and Deputy Chief. Currently serving as an Interim Board of Amatola Water.	Eastern Cape
61	[REDACTED]	African	F	LLB, Honours BA, BA International Political Studies	Over 8 years of experience in local and national government, experience in public sector operations and relevant legislation and	Eastern Cape

CV No	Name	Race	Gender	Qualification	Experience	Location
90	[REDACTED]	African	F	Second year Bachelor of Laws Degree, Delegate at the Project Management Programme, Postgraduate – Higher Education Diploma, Bachelor of Arts Honours, Bachelor of Arts.	Analytical skills, Strategy development, Policy formulation, Numeracy Skills, Service Excellence, Leadership Skills, Decision making, Negotiation skills, Communication skills. Interim Board Member at Amatola Water.	Eastern Cape
97	[REDACTED]	African	F	B Com (Ed), Post Graduate Masters Diploma in Human Resources Management, BCom (Hons) Development Studies, MPhil Integrated Water Resources Management	Research & Development, Governance, Water Resource, Management Project Management, Municipal Infrastructure Planning	Gauteng
126	[REDACTED]	African	F	Certificate in Human Relations, National Diploma in Computer, Advanced Project Management, Intelligence Course, Advanced Governance and Public Leadership	Deputy chairperson of SACCAWU in the Eastern Cape, Supervisor at Transkei Road Transport, Whipper at Eastern Cape Legislature from 2009-2014, Member occupying Intelligence committee, local government committee, petition and executive undertaking from 2014-2019. Interim board member at Amatola Water, ANC Regional working committee for two terms.	Eastern Cape
109	[REDACTED]	African	F	Master's Degree in Management; Diploma in Labour Law; Bachelor's Degree in Social Work	Oversight of internal controls, financial statements and integrated reporting, risk management oversight, ethics, and integrity, performance management and information and communication Management. Strategic direction of the company, full and effective control of the company. Board member: Amatola Water Board; Minquma Local Municipality; Mhlontlo Local Municipality.	Eastern Cape
TRADITIONAL LEADERS						
3	[REDACTED]	African	M	Secondary Teacher's Diploma, Sport Management, B A Degree	Leadership (Chief of AnaBhele Traditional Community), Educator and Project Management. Board Member at Amatola Water (2009 - 2016), Board Member at Nompumelelo Hospital (2007 - 2014).	Eastern Cape



transport
Department of Transport
REPUBLIC OF SOUTH AFRICA

INVITATION FOR NOMINATIONS OF PERSONS TO SERVE ON THE BOARD OF THE CROSS-BORDER ROAD TRANSPORT AGENCY (CBRTA)

The Cross-Border Road Transport Agency is a national public entity established in terms of the Cross-Border Road Transport Act, 1996 (Act No. 4 of 1996). Its mandate is to provide the co-ordinating and co-ordinated advice, regulation, facilitation and law enforcement in respect of cross-border road transport by the public and private sector.

The Agency has a Board, whose function is to advise the Minister on any aspect related to cross-border road transport policy & regulate access to the market by the road transport freight and passenger industry in respect of cross-border road transport. By issuing permits & undertake road transport law enforcement & facilitate the establishment of co-operative and consultative relationships and structures between public and private sector institutions with an interest in cross-border road transport.

The Board shall have vacancies which will arise with effect from the 30 September 2019, due to expiry of the term of office of members of the Board. The Board serves for a period of three years and is accountable to the Minister of Transport. In terms of the Act, the Minister of Transport is required to appoint not more than eight other members, of whom not more than

- two members must be appointed on the account of their expertise in cross-border road transport of freight; and
 - two must be appointed on account of their expertise in cross-border road transport of passengers
- the other Board members who have legal knowledge and relevant experience in corporate governance, including financial management, or are knowledgeable about the cross-border road transport industry, including labour matters.

Members of the public are hereby invited to nominate persons who have the required knowledge, expertise and experience to serve on the Board.

Nominations must contain the full name and address of the interested parties making the nominations, a signed acceptance of the nomination by the nominee, ID copy and Curriculum Vitae of the nominee providing amongst others, the candidate's:

- Full name and gender
- Contact address, telephone and fax numbers and e-mail address
- Previous experience and relevant expertise, quoting dates and organisations concerned
- Academic qualifications
- Other Board membership

The nomination must be forwarded to: The Director-General, Department of Transport, [Redacted]

The closing date for the nominations is 19 July 2019

Nominations received after the closing date will not be considered



transport
Department of Transport
REPUBLIC OF SOUTH AFRICA

INVITATION FOR NOMINATIONS OF PERSONS TO SERVE ON THE BOARD OF THE RAILWAY SAFETY REGULATOR (RSR)

The Railway Safety Regulator is a national public entity established in terms of the National Railway Safety Regulator Act, 2002 (Act No. 16 of 2002). Its mandate is to oversee and promote safe railway operations through appropriate support, monitoring and enforcement, guided by an enabling regulatory framework including regulations and safety standards.

The Regulator has a Board, whose function is to ensure that the Regulator strives to achieve the objectives set out in the Act and exercise general control over the performance of the functions of the Regulator.

Nominations are invited from persons with qualifications, skills, expertise or experience in matters relating to the Railway Industry, Railway Operations, Transport, Labour Safety and Security.

Nominations must contain the full name and address of the interested parties making the nominations, a signed acceptance of the nomination by the nominee, ID copy and Curriculum Vitae of the nominee providing amongst others, the candidate's:

- Full name and gender
- Contact address, telephone, and fax numbers and e-mail address
- Previous experience and relevant expertise, quoting dates and organisations concerned
- Academic qualifications
- Other Board membership(s)

The nomination must be forwarded to: The Director-General, Department of Transport, [Redacted]

Closing date for nominations: 19 July 2019

Nominations received after the closing date will not be considered



transport
Department of Transport
REPUBLIC OF SOUTH AFRICA

INVITATION FOR NOMINATIONS OF PERSONS TO SERVE ON THE BOARD OF THE SOUTH AFRICAN MARITIME SAFETY AUTHORITY (SAMSA)

The South African Maritime Safety Authority (SAMSA) is a national public entity established in terms of the South African Maritime Safety Authority, 1996 (Act No. 5 of 1996). Its mandate is to ensure safety of life and property at sea; prevent and combat pollution from ships in the marine environment; and to promote South Africa's maritime interests.

SAMSA has a Board, whose function is to ensure, amongst others, that the entity strives for the achievement of the objects outlined in the Act and exercise general authority and control over the financial, operational and management of the entity. The Board serves for a period of three years and is accountable to the Minister of Transport.

The Board has vacancies, which the Minister of Transport would like to fill.

In terms of the Act, the Minister of Transport is required to appoint persons with suitable experience in the Shipping Industry or Maritime Business Management, Legal (specializing in Maritime Law), Corporate Governance, Environmental Management and Organised Labour in Maritime.

Interested parties are hereby invited to nominate suitable persons who fit the requirements to fill in the vacancies within the Board.

Nominations must contain the full name and address of the interested parties making the nominations, a signed acceptance of the nomination by the nominee, ID copy and Curriculum Vitae of the nominee providing amongst others, the candidate's:

- Full name and gender
- Contact address, telephone and fax numbers and e-mail address
- Previous experience and relevant expertise, quoting dates and organisations concerned
- Academic qualifications
- Other Board membership

The nomination must be forwarded to: The Director-General, Department of Transport, [Redacted]

Closing date for nominations: 19 July 2019

Nominations received after the closing date will not be considered



MINISTRY
COMMUNICATIONS AND DIGITAL TECHNOLOGIES
REPUBLIC OF SOUTH AFRICA

Private Bag X880, Pretoria, 0001, Tel: +27 12 427 8270 Fax: +27 12 427 8115 Private Bag X 9151, Cape Town, 8000 Tel: +27 21 469 5223
Fax: +27 21 462 1846
URL: <http://www.dcdt.gov.za>

Department of Communications and Digital Technologies

The Department is an equal opportunity department and the Department's intention is to promote equity through the filling of these posts.

NOTE: Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies not older than six (6) months of all qualification(s), and ID document.

The successful candidates must disclose particulars of all registrable financial interests and sign employment contracts within one month from the date of assumption of duty. Performance Agreements must be concluded and signed within three months from the date of assumption of duty.

Note: Applications received after the closing date will not be considered. Faxed or e-mailed applications will be considered. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. All qualifications are subject to verification. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. *All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment using the mandated DPSA SMS competency assessment tools.* All shortlisted candidates will be subjected to personnel suitability checks and the successful candidate will have to undergo a full security vetting. All applicants must declare any conflict or perceived conflict of interest and must disclose membership of Boards and directorships associated with. The successful candidate also has to disclose annually his/her financial interest. If you have not been contacted within three (3) months of the closing date, please accept that your application was unsuccessful. Please note that CV's submitted will be destroyed after the three (3) months period. **The Department reserves the right not to make appointment(s) to the advertised post(s).** Candidates, whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.

CLOSING DATE: 10 July 2020

POST: DIRECTOR-GENERAL: COMMUNICATIONS AND DIGITAL TECHNOLOGIES (6 YEAR CONTRACT)

SALARY: An all-inclusive package of R1 978 533 per annum and a 10% non-pensionable HoD allowance

CENTRE: Pretoria, Hatfield

REQUIREMENTS: A comprehensive understanding of public policy, preferable in the ICT sector, and proven knowledge of the dynamics of the new converged environment, backed by an undergraduate and postgraduate qualifications up to **NQF level 8** as recognized by the South African Qualifications Authority (SAQA). Applicants should have 8 to 10 years of experience at a senior managerial level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 106 of 1996) as well as the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on [REDACTED]. Advanced knowledge of South African ICT sector, its policies and how they are impacted on by global development will be an added advantage. **COMPETENCIES:** Extensive knowledge of the Public Service Regulatory Frameworks and the Public Finance Management Act, Supply Chain Management and other relevant prescripts. Sound knowledge of ICT regulatory environment. Sound financial and economic monitoring/analysis capabilities, and proven change management abilities. Advanced knowledge of management and service delivery innovation, problem solving skills and analysis attributes. Be client and customer orientation. Excellent communication skills, both verbal and written. Analytical thinking and research skills. Strategic thinker / leader / manager who can operate at various levels and in a complex stakeholder environment. Sound knowledge of the political economy of the ICT sector.

DUTIES: Reporting to the Minister, the Director-General will be responsible for providing strategic leadership and direction in delivering the mandate of the Department. He/she will: Provide overall strategic leadership of the department to achieve the strategic goals and outcomes of the department. Act as the Accounting Officer of the department in ensuring that the resources allocated to the department are optimally used to achieve the strategic objectives of the department. Coordinate and facilitate an affordable broadband access throughout the Republic, particularly in under-serviced areas (rural and townships) in line with SA Connect. Coordinate and facilitate the implementation and completion of BDM. Facilitate and coordinate the development of an inclusive information society and knowledge economy through the comprehensive e-strategy. Ensure that all the State-Owned Companies (SOCs) under this department function optimally and deliver on their respective mandates and where necessary they are rationalised in line with the recommendations of the Presidential Review Committee. Facilitate and contribute to the development of modern, sustainable, competitive and affordable Postal and ICT sector in the Republic. Ensure that there are effective and integrated policies to drive the growth of this sector in South Africa.

ENQUIRIES: [REDACTED] 27 12 421 7100, Ms Tania Beukes +27 12 427 8284, [REDACTED]

Knowledge of project management practices. Knowledge of business practices and processes
Competencies Required: Strategic capability and leadership, financial management, problem solving and analysis, people management and empowerment, project management, knowledge management, change management, service delivery innovation.

DUTIES: Reporting to the Senior Research Expert on 4IR, the successful candidate will be responsible for conducting research on identified economic sectors to be advanced for global competitiveness through 4IR and statistics. Coordinating and monitoring the implementation of 4IR interventions and programs with a focus on statistics. Participating in international and regional discussions and conferences on 4IR matters. Development of the socio-economic impact assessment and Fourth Industrial Revolution indicators in relation to public policy development.

ENQUIRIES: [REDACTED] +27 12 421 7100, [REDACTED] +27 12 427 8284, [REDACTED]

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE

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Professor Itumeleng Mosala
Secretary
Judicial Commission of Inquiry into Allegations of State Capture
2nd Floor
Hillside House
17 Empire Road
Parktown

Per email:

24 June 2021

Sir

REQUEST FOR DEPLOYMENT COMMITTEE AND DISCIPLINARY COMMITTEE RECORDS OF THE AFRICAN NATIONAL CONGRESS (ANC)

Your letter dated 18 June 2021 bears reference.

In paragraph 3 of your abovementioned letter, you reiterate the Commission's request of 25 May 2021 for the "*minutes of the National Deployment Committee for the period December 2012 to December 2017*". Paragraph 3 of the letter states that despite the views expressed in our letter to the Commission dated 10 June 2021, the Commission persists in the request for the relevant Deployment Committee minutes.

Following receipt of the Commission's letter dated 18 June 2021, we have conducted a thorough search for minutes of the National Deployment Committee for the period December 2012 to December 2017. No minutes of the meetings of the National Deployment Committee for the relevant period could be found.

To our knowledge, the meetings of the National Deployment Committee were not being minuted during the period as requested.

We trust that the Commission will find the above to be in order.

Yours faithfully

KRISH NAIDOO
LEGAL ADVISER

Judicial Commission of Inquiry into State Capture Report: Part VI

Vol. 2: State Capture Established, President Ramaphosa's Evidence and the Role of the ANC and Parliamentary Oversight



This is the report of the Judicial Commission of Inquiry into allegations of State Capture, Corruption and Fraud in the Public Sector including organs of state, also known to the public and the media as the Zondo Commission.

Chairperson: Justice Rammaonoko

Chief Justice of the Republic of South Africa

Report of the Judicial Commission of Inquiry into State Capture: Part VI: Vol. 2



Cadre deployment

390. President Ramaphosa was asked to address the ANC's policy of "cadre deployment" and its possible role in facilitating corruption and state capture. President Ramaphosa was the chairperson of the Deployment Committee between December 2012 and December 2017, then in his capacity as the Deputy President of the ANC.
391. The ANC is guided in this regard by the ANC Cadre Deployment and Development Policy³¹⁵, as well as other party documents. The Deployment Committee is headed by the ANC Deputy President and comprises fifteen NEC members, including the Deputy Secretary-General.³¹⁶
392. The ANC's approach to cadre deployment was previously discussed by Mr Gwede Mantashe in his testimony.³¹⁷ Former President Zuma also testified about cadre deployment during his brief appearance before the Commission.³¹⁸

Records and minutes

393. In addition to these testimonies, the Commission requested the minutes of the ANC Deployment Committee under the chairmanship of President Ramaphosa. The Commission was informed that there are no minutes for the period 2012 to 2017. The Commission subsequently requested to be provided with Deployment Committee minutes for the later period (any portion of 2017 and the period 2018-2021). These

³¹⁵ BBB1-MCR-ANC-118 ff.

³¹⁶ BBB1-MCR-ANC-011 f. para 27

³¹⁷ See summary prepared by Waseem Holland.

³¹⁸ Summarized as part of Project 0

records were received shortly before the President's second appearance in August 2021.³¹⁹

394. President Ramaphosa was asked whether minutes were lost or destroyed, or were simply never taken. He responded that he did not recall minutes ever being taken, which he explained as follows:

"PRESIDENT RAMAPHOSA: I think you can ascribe that to rather unfortunate record keeping processes because in the main the ANC has so many meetings one after the other. So many committees and I think those who are in charge will just take notes and just record a decision and it is then communicated."³²⁰

395. It was put to him that the ANC has a well-established practice of taking minutes, which he conceded. It was then put to him that it is improbable that there were no minutes taken of important meetings in which Ministers participated. President Ramaphosa said that this was a "lapse" due to the organisation being "always on the go" and "handling so many other processes", and that these administrative weaknesses needed to be addressed as part of the ANC's "renewal process."³²¹

396. While it is possible that no minutes were taken, it remains improbable that there are no records of the Committee's activities between 2012 and 2017, especially given the fact that Ministers and other senior officials would deal with the Committee multiple times in respect of a single deployment. As noted on behalf of the Commission when President Ramaphosa was questioned on the topic, the ANC has historically always ensured that important meetings are minutes.³²²

³¹⁹ CR-REF-BUNDLE-038 ff.

³²⁰ Transcript of Day 427, 10.

³²¹ Transcript of Day 427, 11–12.

³²² Transcript of Day 427, 11.

397. President Ramaphosa and Mr Mantashe both stressed the importance of cadre deployment to the ruling party. It is therefore concerning that basic record-keeping, arguably a necessity for ensuring transparency and good governance, may have been neglected for at least five years under President Ramaphosa. It is difficult to conceive how the Party would have any oversight over the Committee without any records. It is also difficult to conceive how Committee would report on its activities to the party membership and leaders. Finally, only with an accurate and comprehensive written record could the Committee be held accountable for its decisions and recommendations.

What is the purpose of cadre deployment?

398. According to President Ramaphosa, the deployment policy is aimed at ensuring that the person most "fit-for-purpose" is appointed whatever critical position has been identified.³²³ He said that policy aims to ensure the transformation of South Africa's institutions following the end of Apartheid. Deployment ensures that these institutions reflect the demographics of the country. The need to ensure that these changes are "solidified" continues today.³²⁴ Some of the considerations of the Deployment Committee are political, regarding "key positions where we seek to advance the mandate of the governing party."³²⁵

399. According to President Ramaphosa, the Committee considers things like gender balance, demographic representation and the developmental agenda of the governing

³²³ BBB1-MCR-ANC-011 para 25

³²⁴ BBB1-MCR-ANC-012 para 28

³²⁵ Transcript of Day 384, 43.

party in making its recommendations.³²⁶ President Ramaphosa asserted that the need to ensure the transformation of state institutions still continues.³²⁷

400. President Ramaphosa stressed that this policy is not unique to the ANC, and is practices in various forms worldwide and by other parties in South Africa.³²⁸

401. The party's deployment policy states that the immediate goal is to "deepen the hold of the liberation movement over the levers of the state."³²⁹ President Ramaphosa argued that some degree of political involvement in administration is "essential for the proper functioning of a democracy" as the political administration needs to be able to change policy direction. However the ANC recognises that political involvement in administration "circumscribed by legislation, convention and practice."³³⁰ There needs to be a "balance" between political considerations, technical proficiency, and objectivity.³³¹ He reaffirmed the importance of a non-partisan civil service.³³²

402. It was decided at the ANC 53rd National Conference that the party should monitor the performance of deployees to ensure that the recommendations of the Deployment Committee were "bearing fruit". It was decided at the 54th National Conference that continual development would be required to ensure there was no "sense of complacency" among deployees.³³³ There has been no evidence on whether the ANC was effectively monitoring its deployees or holding them to account for their performance.

³²⁶ Transcript of Day 384, 77–78.

³²⁷ BBB1-MCR-ANC-012 para 28, also Transcript of Day 384, 86–87.

³²⁸ BBB1-MCR-ANC-012 f. para 30, 33, also Transcript of Day 384, 87–88.

³²⁹ BBB1-MCR-ANC-120 para 9

³³⁰ BBB1-MCR-ANC-014 para 36

³³¹ Transcript of Day 384, 92–93.

³³² Transcript of Day 384, 92.

³³³ BBB1-MCR-ANC-015 f. para 37

Which positions are considered by the Deployment Committee?

403. President Ramaphosa discussed the difference between the deployment of public representatives to elected positions in legislative and executive bodies in government, and the deployment of cadres to strategic positions in the state. The appointment and election of public representatives is the prerogative of the party. The Commission is concerned largely with the deployment of party cadres to positions in state institutions and in the civil service, and therefore this summary focuses on that category.
404. According to President Ramaphosa, the ANC deployment policy applies to senior positions in government such as Directors-General and Deputy Directors-General as well as leadership in critical institutions including the private sector.³³⁴ It does not apply to the appointment of Ministers, which is the prerogative of the President.³³⁵
405. A section of the ANC's deployment policy, outlining the "key centres of authority" to which cadres should be deployed, was put to President Ramaphosa. The policy identified cabinet, the entire civil service (but most importantly from director level upwards), premiers and provincial administrations, legislatures, local government, parastatals, education institutions, independent statutory commissions, agencies, board and institutes, ambassadorial appointments, and international organisations and institutions.
406. President Ramaphosa confirmed that this list falls within the scope of activity for the Deployment Committee, although in practice the Committee did not consider all of these categories. The Committee, he said, "has set itself its own limit."³³⁶ Specifically:

³³⁴ BBB1-MCR-ANC-011 para 25

³³⁵ BBB1-MCR-ANC-011 para 26

³³⁶ Transcript of Day 384, 59–60.

- 406.1. The Committee is not involved in the appointment of minister to cabinet.
- 406.2. The Committee only considers the top leadership of the civil service, from Deputy Directors-General upwards.
- 406.3. The Committee "hardly ever" considers appointments to provincial administrations.
- 406.4. The party has a separate process of identifying candidates for legislatures which does not involve the Deployment Committee.
- 406.5. Local government appointments also involve the communities.
- 406.6. The Committee considers the "key top positions" of parastatals.
- 406.7. The Committee "hardly ever" considers appointments to education institutions.
- 406.8. The Committee considers "top key" positions to independent institutions.
- 406.9. Appointments to the judiciary are left to the process prescribed by law. (This is untrue and was the matter of further testimony, see below.)
407. Although President Ramaphosa contended that as a matter of *practice* the Committee limits itself, the party's deployment policy nevertheless applies to all the positions mentioned above. He did not indicate whether he believed the policy should be narrowed or should remain as expansive as it is.³³⁷
408. On judicial appointments:

³³⁷ Transcript of Day 384, 63.

- 408.1. President Ramaphosa stated during his first appearance that judicial appointments are “so well managed through the dispensation we have” and the Judicial Services Commission, and that therefore the Deployment Committee does not get involved in judicial appointments.³³⁸ Mr Mantashe had also said that the Committee does not appoint judges as it respects the separation of powers, and that no judge has ever accounted to Luthuli House.³³⁹
- 408.2. At his second appearance, minutes of a Committee meeting where judicial appointments were indeed discussed were put to President Ramaphosa. The Committee recommended two justices to fill vacancies in the Constitutional Court. It recommended a judge to fill a position on the Supreme Court of Appeal and in other capacities as well, including Deputy Judge President in a province.³⁴⁰
- 408.3. President Ramaphosa responded that the Committee may note vacancies, or even propose names, but it “knows very well that it is not the appointing structure” and ultimately cannot and does not decide on appointments. He also reiterated the role of the Committee in ensuring transformation in the state, for example on insisting upon the appointments of female judicial officers, and that therefore we should look at the Committee’s involvement positively. Nevertheless, he reaffirmed that the ANC should not choose judges and that the process should be non-partisan and independent.³⁴¹
- 408.4. I noted that the JSC, which is responsible for judicial appointments, includes members of Parliament who are ANC members, who should be able to

³³⁸ Transcript of Day 384, 64–65.

³³⁹ Transcript of Day 374, 128–134.

³⁴⁰ Transcript of Day 427, 27–28.

³⁴¹ Transcript of Day 427, 28–30.

represent the will of the party. The JSC process is transparent, and candidates are able to defend themselves or answer concerns during the process. However if appointments are decided behind closed doors in by the Deployment Committee, they are not subjected to public scrutiny.³⁴²

408.5. President Ramaphosa gave examples of certain appointment processes which had indeed been transparent, such as the appointment of Shamila Batohi as NDPP. He mused that it was an "interesting proposition" to remove the "shroud of secrecy" around deployments, and that perhaps the party should be able to show its hand. "Maybe we need to grow up and see how best the democratic process can mature on that level."³⁴³

408.6. While he admitted the value of transparency in appointments, he did not address the concern of the Chairperson, which is that decisions made by the Committee occur outside of the proper Constitutional structures and are therefore not subject to scrutiny or oversight. Whether that might be changed in the future has no bearing on the consequences of this practice, with which the Commission is dealing.

408.7. It was noted that in this particular case, the Committee *recommended* names for the bench. In the context of democratic centralism, this must have been intended to influence the decision of the JSC.³⁴⁴

408.8. I posited that the influence of the Deployment Committee could be very weighty for those members of the JSC who are ANC MPs. If the Committee

³⁴² Transcript of Day 427, 31–32.

³⁴³ Transcript of Day 427, 33–34.

³⁴⁴ Transcript of Day 427, 34.

recommendation is known to those members before the interview process commences, that may cause those members to be biased towards or against particular candidates in circumstances where they should be quite open.³⁴⁵ The Commission confirmed that, in the case cited above, the Committee had met and made its decisions about judicial appointments before the interviews took place.³⁴⁶

408.9. President Ramaphosa responded that all interest groups, including political parties, have preferences that they will articulate, and that is not necessarily unethical or illegal. He again suggested that the process should be more transparent.³⁴⁷

408.10. I noted that there was a concern that factionalism and other such issues would be carried into the judiciary. He asked the President to clarify whether this meeting was an exception, or if the Deployment Committee did in fact involve itself in judicial appointments. President Ramaphosa suggested that this should be viewed in a "positive light" as the ANC was dedicated to transforming the judiciary. Although judicial officers should not have a relationship with the ANC, the governing body must play a role in transforming the judiciary.³⁴⁸

408.11. This concession does contradict President Ramaphosa's and Mr Mantashe's earlier statements that the Committee does not consider judicial appointments and only encourages candidates to apply.

³⁴⁵ Transcript of Day 427, 35–36.

³⁴⁶ Transcript of Day 428, 71.

³⁴⁷ Transcript of Day 427, 36–39.

³⁴⁸ Transcript of Day 428, 72–76.

- 408.12. I noted that any interested party can submit comments to the JSC, including the ANC.³⁴⁹
- 408.13. President Ramaphosa reiterated that the process was 'safe' as the JSC is the appointing body and makes its own decisions. There have been times when the ANC's preferred candidate was not appointed, which shows how robust the system is.³⁵⁰
409. President Ramaphosa testified that, under his chairpersonship, the Deployment Committee did not consider appointments to law enforcement agencies.³⁵¹ President Ramaphosa repeated that the party does seek to influence decisions but that the process is safe as the Deployment Committee has no power to make appointments.³⁵²

Does the Committee give recommendations or instructions?

410. President Ramaphosa testified that the Deployment Committee operates "like a recommendations committee" and does not make appointments or instruct appointing authorities to appoint certain persons. According to his statement:

"The Deployment Committee does not decide who should take up specific positions. Rather it discusses who should be encouraged to apply for this or that position, and makes recommendations to the persons making the appointments. The Deployment Committee furthermore will give its opinion to any Minister who may seek its guidance on critical appointments that Minister must make. It gives guidance; it does not give an instruction to appoint.

In identifying suitable candidates for positions in public entities, the ANC does not seek to circumvent the established and often legally-mandated processes for the

³⁴⁹ Transcript of Day 428, 75–76.

³⁵⁰ Transcript of Day 428, 77–81.

³⁵¹ Transcript of Day 384, 73–74.

³⁵² Transcript of Day 427, 35.

appointment of individuals to these positions. candidates are still expected to submit their applications, meet the necessary requirements and be subjected to the normal processes of recruitment, selection and appointment."³⁵³

411. He also noted that the wishes of the Deployment Committee often do not materialise.³⁵⁴

412. President Ramaphosa's central claim (as well as that of Mr Mantashe and even Mr Zuma) – that the Committee merely makes recommendations and has no power to determine appointments – implies that it would be improper for a committee of the party to decide upon appointments to positions in the state. This claim was carefully scrutinised.

413. The Chairperson noted that appointing authorities, who are themselves ANC members and therefore bound to the decisions of the party, such as ministers, might feel pressured to appoint the Deployment Committee's chosen candidate, and that this would confer said candidate with an unfair advantage.³⁵⁵

414. President Ramaphosa' testified in response to this proposition that ministers often seek to *convince* the Committee to support their choice:

"PRESIDENT RAMAPHOSA: So they come to the deployment committee and seek to convince the deployment committee and even put up a... argumentation of why the persons that they may want to see appointed should be recommended by the deployment committee... So they seek to convince the deployment committee."³⁵⁶

³⁵³ BBB1-MCR-ANC-017 para 39.2

³⁵⁴ Transcript of Day 384, 42–43.

³⁵⁵ Transcript of Day 384, 47–48.

³⁵⁶ Transcript of Day 384, 49.

415. President Ramaphosa's argument is that the Committee therefore serves as a "filter" or a type of "quality assurance" in order to ensure that the minister's candidate is fit-for-purpose.³⁵⁷ He continued:

"PRESIDENT RAMAPHOSA: What often happens, it is actually the minister who... who comes and says, I am recommending the following and the deployment committee then examines that and it is often convinced ... And I have been in situations where the minister would come back maybe two to three times. And say... This is the best one. And I want to convince you and even bring further documentation to prove the case. And then I am not suggesting that the minister brow beats the deployment committee into submission, but... That is how it often happens."³⁵⁸

416. Later in his testimony, President Ramaphosa remarked:

"PRESIDENT RAMAPHOSA: But Cabinet then finally, Chairperson, deliberates on each of the names where Cabinet has a role in deciding because of legislation for that entity. It deliberates on that and some names fall off at Cabinet level and some on those lists are sent back to the minister or Cabinet says: Take this back. We are not about to approve this.

And the ministers pull out their hair and be frustrated but that is the rigorous role that is involved in the selection of those people. And may I add deployment committee level, I know of ministers who have been there three times or more just to get a list recommended.

So it is not as easy as that where you just have a list which is underpinned by nefarious intentions, just approved, it is quite vigorous and I have known and I have seen ministers coming out of that type of process just pulling the sweat off their foreheads because it means they have achieved something. It is not an easy process."³⁵⁹

417. The fact that ministers seek to convince the Committee, and go through such lengths to do so, implies however that the true and ultimate decision-making power lies with the

³⁵⁷ Transcript of Day 384, 49–50.

³⁵⁸ Transcript of Day 384, 51–52.

³⁵⁹ Transcript of Day 384, 115–16.

Committee itself. This illustrates a situation where the minister makes a recommendation to the Committee, who has the final say in approving or rejecting a candidate. If the process is merely one of recommendation, Ministers would not need to return three times or more to get a list recommended.

418. This is also clear in the Deployment Committee records (2017 onwards), which were carefully reviewed Commission. The following trends were observed in the minutes:³⁶⁰

418.1. While the language is consistent in part with the Committee making recommendations, in other part the language is peremptory.

418.2. The Ministers make recommendations to the Deployment Committee and seek permission to appoint their chosen candidates, which the Committee "approves" or sends back for "refinement".

418.3. Ministers have been taken to task by the Deployment Committee for presenting their choices as final and irrevocable, or presenting names to Cabinet which were not approved by the Committee.

418.4. The Committee insists that even before posts are advertised that the Deployment Committee should be notified.

419. It therefore appears that the Committee does not always merely make recommendations but in fact often instructs appointing authorities on who to appoint.

420. This analysis was put to President Ramaphosa. He insisted that cadre deployment is "safe" as the Committee has no formal power to appoint, and appointments are still

³⁶⁰ Transcript of Day 427, 14–16.

governed by the legally mandated processes.³⁶¹ However this sidesteps the question of how deployment functions in reality, and whether appointing authorities have to accept or rubber-stamp decisions made by the Committee. As the Chairperson put to President Ramaphosa, the party is where the real decisions are taken.³⁶²

421. President Ramaphosa conceded that "the party is where the power resides" and again referred to the role of political parties in our democratic framework. He also reiterated the role that the Committee plays in ensuring demographic representation in the state. Again, he did not dispute the main contention put to him – that appointment decisions are made within the party. Neither did he grapple with the implications of this.³⁶³
422. President Ramaphosa was asked about a passage in the minutes which illustrates the frustration on the part of a member of the Deployment Committee saying that people accountable to the Committee do not really understand the principle of "democratic centralism". He explained that, according to democratic centralism, party members are bound by decisions taken by higher bodies. It is therefore "a sign of indiscipline" in the ANC to disobey and not follow the decisions of a higher structure.³⁶⁴ Democratic centralism, applied to the system of deployment, would ensure that the power to appoint did indeed lie with the party, in its higher echelons.
423. It is also notable that the party's deployment policy states that "decisions of the organisation...are final and a breach of this policy shall constitute a serious offence" and that "deployees of the ANC should always be loyal to the organisation".

³⁶¹ Transcript of Day 427, 17–20.

³⁶² Transcript of Day 427, 23.

³⁶³ Transcript of Day 427, 23–25.

³⁶⁴ Transcript of Day 427, 26–27.

424. The evidence laid out here lends credence to the Chairperson's proposition (see paras 413 and 420 above) that appointing authorities, including Cabinet, are *de facto* bound to the decisions of the Committee, which means that its 'recommendations' are in actuality instructions.

The possible role of deployment in State Capture

425. Even if it is true that the Committee has no formal power, and that it does not issue explicit instructions to appointing authorities, the evidence shows that this is not the end of the matter.

426. The evidence of Barbara Hogan was put to President Ramaphosa. Ms Hogan testified that ANC membership and loyalty, and loyalty to certain factions, was a determining factor in Deployment Committee decisions. President Ramaphosa did not dispute her evidence, but cautioned against "throwing the baby out with the bathwater" as the Deployment Committee played a valuable role in, for example, implementing the developmental agenda of the state and ensuring gender balance in the public service.³⁶⁵

427. One of Ms Hogan's propositions was that the Deployment Committee does not have the necessary expertise to resources to properly consider these appointments. President Ramaphosa responded that appointing authorities, such as ministers, do use selection committees/panels and external entities as a "layer" in the appointment process. He also asserted that the Committee is composed of diverse and knowledgeable persons, which produces a "wealth of wisdom".³⁶⁶

428. President Ramaphosa stated that ANC recognises that "there are several instances where individuals appointed to positions may not have been fit for purpose", but this the

³⁶⁵ Transcript of Day 384, 75–78.

³⁶⁶ Transcript of Day 384, 79–80.

ANC addressed this problem at its 54th National Conference by resolving that “the merit principle must apply in the deployment to senior appointments, based on legislated prescripts and in line with the minimum competency standards.”³⁶⁷ This implies that the merit principle did not apply to such deployments until the resolution in December 2017, thus rendering the resolution necessary.

429. The ANC’s deployment policy notes that “the potential for NEC members to have political or other interests in the deployment of particular cadres to particular positions cannot be ruled out”.³⁶⁸ President Ramaphosa agreed that this section of the deployment policy, which details a number of ongoing problems concerning cadre deployment, is correct:

“The ANC’s range of national and regional deployment committees ebbed and flowed over time as the movement battled intra organisation positioning, optimisation of state governance, factionalism, careerism and opportunism, desperation for employment and the organisational dilemmas of having to act against corrupt comrades.”³⁶⁹

430. President Ramaphosa has, at various points in time, acknowledged the role of patronage and corruption in government appointments:

- 430.1. In his January 2020 newsletter titled ‘Building a Capable State Is Our Top Priority’, he wrote: “We are committed to end the practice of poorly qualified individuals being parachuted into positions of authority through political patronage.”³⁷⁰

³⁶⁷ BBB1-MCR-ANC-017 para 41

³⁶⁸ BBB1-MCR-ANC-130 para 49

³⁶⁹ Transcript of Day 384, 69–71.

³⁷⁰ BBB2-MCR-ANC-ADDITIONAL-304

430.2. In his August 2020 letter to ANC members, he wrote: "Then there are 'jobs for pals', where politicians and officials disregard hiring procedures to employ family members, friends or associates. Not only is this grossly unfair to other prospective candidates, but it often means that the people employed are simply not up to the task. Public services are not rendered, public institutions are poorly managed and public funds go to waste."³⁷¹

430.3. In his March 2021, he wrote: "All too often, people have been hired into and promoted to key positions for which they are neither suitable nor qualified. This affects government performance, but also contributes to nepotism, political interference in the work of departments, lack of accountability, mismanagement and corruption."³⁷²

431. This is perhaps best articulated in the ANC's 'Eye of a Needle' document from 2001:

"Because leadership in structures of the ANC affords opportunities to assume positions of authority in government, some individuals then compete for ANC leadership positions in order to get into government. Many such members view positions in government as a source of material riches for themselves. Thus resources, prestige and authority of government positions become the driving force in competition for leadership positions in the ANC.

Government positions also go hand-in-hand with the possibility to issue contracts to commercial companies. Some of these companies identify ANC members that they can promote in ANC structures and into government, so that they can get contracts by hook or by crook.

Positions in government also mean the possibility to appoint individuals in all kinds of capacities. As such, some members make promises to friends, that once elected and ensconced in government, they would return the favour. Cliques and factions then emerge within the movement, around personal loyalties driven by corrupt intentions. Members become voting fodder to serve individuals' self-interest."³⁷³

³⁷¹ BBB1-MCR-ANC-939

³⁷² BBB2-MCR-ANC-ADDITIONAL-307

³⁷³ BBB2-MCR-ANC-ADDITIONAL-378 f

432. His own analyses, as well as those of the party, detailed above, clearly show that the cadre deployment process *can* be abused to facilitate corruption and possibly State Capture.
433. While President Ramaphosa has admitted that deployment has, on occasion, failed to ensure that deployees are 'fit for purpose', he did not directly engage on the question of whether, in fact, the deployment process facilitated State Capture. The fact remains that the Commission has heard substantial evidence indicating that multiple appointments were made to key positions in order to facilitate State Capture. These appointments were all made by the National Executive, who (except for the President in some cases) were, as members of the ANC, bound to the party's deployment policy.
434. President Ramaphosa was asked about the appointments of specific individuals who have been implicated in corruption and State Capture at the Commission, and whether these individuals were 'deployed'. He responded:

"PRESIDENT RAMAPHOSA: Let us accept, Chairperson, that some of those deployments were done in a particular era and in a particular way and right know as we look at that past slate we were able to look at it and say we actually need to do things differently."³⁷⁴

435. This statement implies that certain deployments under the previous regime were done in a way which enabled the appointments of corrupt individuals.
436. He went on to say that the Deployment Committee "would not have dealt with a whole lot of those" appointments during his chairmanship.³⁷⁵ There were some cases where

³⁷⁴ Transcript of Day 384, 100.

³⁷⁵ Transcript of Day 384, 100.

the former President bypassed the Committee entirely, which he believed was unintentional. In these cases he would approach former President Zuma:

"PRESIDENT RAMAPHOSA: And on those occasions, I would personally go to the President and say: President, you have short-changed me and the Deployment Committee here. We were supposed to be primed and informed about this appointment and that appointment, and it would be mea culpa but the appointment had been made and announced."³⁷⁶

437. President Ramaphosa's evidence was that most of those appointments had nothing to do with the Deployment Committee. He however stopped short of implicating former President Zuma in wrongdoing. He did not explain why the ANC allowed the former President to bypass a critical party structure so frequently. This is especially surprising considering that both he and Mr Mantashe vigorously defended the importance and necessity of cadre deployment at the Commission, as well as the party's insistence that all members are beholden to the decisions of its structures (democratic centralism.)³⁷⁷
438. According to President Ramaphosa, some of those appointments did go through the Deployment Committee, but the Committee did not know that those individuals would engage in any corrupt acts.³⁷⁸ The unfortunate implication of this is that the Deployment Committee had been unable to select or recommend individuals who are "fit for purpose." It had repeatedly recommended individuals alleged to be involved in corruption or other unethical behaviour, as well as individuals with public ties to the Gupta family, who were publicly known since 2011 to be involved in corruption.
439. Yet President Ramaphosa repeatedly stressed the importance of cadre deployment, claiming that the Deployment Committee process is "vigorous" and adds an extra level

³⁷⁶ Transcript of Day 384, 101–4.

³⁷⁷ See paras 422 to 424 above.

³⁷⁸ Transcript of Day 384, 117–18.

of scrutiny (a "filter") to the selection process.³⁷⁹ His argument is that the deployment process makes appointments processes more, not less, rigorous. His own admission, that the Committee has previously deployed unfit and/or corrupt individuals to positions of power, belies this contention.

440. He conceded that there was "massive system failure" in the state and SOEs and some of that occurred because "certain people were put in certain positions to advance certain agendas."³⁸⁰ He also conceded that there is a practice of "poorly qualified individuals being parachuted into positions of authority through political patronage".³⁸¹ But again did not directly address the role of the Deployment Committee in this system failure.

441. President Ramaphosa stressed the need for transparency in appointments and selections, but offered no comment on how transparent the activities of the Deployment Committee were or are.³⁸² Again, it is significant that the deployment committee under his chairmanship produced no minutes or records of its activities.

442. His own admission, that the Committee had previously deployed unfit or corrupt individuals to positions of power, undermines his evidence in regard to the general integrity of the Deployment Committee and its acts. That the Committee did not prevent these appointments is an indictment of either its integrity or its ability, or both.

443. President Ramaphosa avers that things will be done differently in future. However, he did not explain where the deployment process went wrong, nor did he detail what would be changed, save to say that the ANC resolved in 2017 that "the merit principle must

³⁷⁹ Transcript of Day 384, 115.

³⁸⁰ Transcript of Day 384, 117.

³⁸¹ Transcript of Day 384, 126–27.

³⁸² Transcript of Day 384, 129.

apply in the deployment to senior appointments, based on legislated prescripts and in line with the minimum competency standards."

444. It must be noted that President Ramaphosa was the Chairperson of the Deployment Committee a period of five years, between December 2012 and December 2017, and that many of these appointments (and indeed the excesses of State Capture) occurred during this period. (Notably, this is also the period for which the party could produce no minutes or records.) It is not sufficient for President Ramaphosa to focus on the future of the party and his envisaged renewal process. Responsibility ought also to be taken for the events of the previous "era". He did so, partially.
445. President Ramaphosa spoke at length about the proposed National Implementation Framework towards the Professionalisation of the Public Service. The draft Framework was approved by Cabinet in November 2020 and is currently undergoing public consultation. He said that he aimed to "capacitate" those in the civil service who are not "fit for purpose." The policy also aims to ensure that "fit for purpose" individuals with the proper experience and expertise are appointed into the civil service.³⁸³ It remains to be seen how this framework may impact the practice of cadre deployment by the party.

Party funding

The Political Party Funding Act

446. In his evidence, President Ramaphosa addresses the legislative framework for political party funding in South Africa, including the recently adopted Political Party Funding Act (PPFA). He notes that, until the adoption of the PPFA, there were few restrictions on donations to political parties and no reporting requirements. Political party donations

³⁸³ Transcript of Day 384, 94–97.



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OUR REF: MAT 7224
YOUR REF:

MINDE, SHAPIRO & SMITH INC.
Cnr Willie Van Schoor Drive & Old Oak Road
Bellville
Cape Town
7536

By Email to: elzanne@mindes.co.za

19 February 2024

Dear Sirs

**RE: LEON AMOS SCHREIBER AND ANOTHER VS AFRICAN NATIONAL
CONGRESS , HIGH COURT GAUTENG DIVISION, JOHANNESBURG CASE
NUMBER 21/26339**

Our correspondence refers;

1. We confirm that we act for and on behalf of the African National Congress (“our client”).

Director: Mr. Lucas Mafetsa

2. The decision of the Constitutional Court, which was handed down on the 12 February 2024, bears reference;
3. Our client herein furnishes your client, Mr Leon Amos Schreiber, with the documents which he had requested in his Form C in terms of the Promotion of Access to Information Act No 2 of 2000 ("PAIA").
4. The documents will be furnished to him as per the Court order.
5. There were instances wherein portions of the requested documents could not be located and our client has furnished the affidavit of its Secretary General, Mr Fikile April Mbalula, providing an explanation regarding those specific documents and the steps which our client has undertaken to locate those documents.
6. The affidavit is further accompanied by confirmatory affidavits from designated employees who were tasked with locating such documents. It should be noted that our client has taken all reasonable steps to locate the documents in order to comply with the order.
7. As an organisation committed to advancing and protecting the Constitution of the Republic of South Africa and its laws, our client wishes to draw your client's attention to the relevant sections of Protection of Personal Information Act No 4 of 2013 ("the POPI Act"), which contains provisions related to the misuse of the personal information of a data subject by a third party. Your client is cautioned against utilising the information received for purposes outside the ambit of his request in terms of PAIA.
8. Our client hands over the documents which are attached to the affidavit of Mr Fikile April Mbalula.
9. Kindly acknowledge receipt of this letter with the necessary attachments by stamping a copy of this letter as proof of service of documents to your offices.



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Yours faithfully



PER: L. MAFETSA ATTORNEYS

Director: Mr. Lucas Mafetsa



Attendance Register Deployment Committee

Monday, 24 August 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	Yes
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes
14. Solly Mapaila	Yes
15. Mike Soko	No



Attendance Register Deployment Committee

Monday, 30 November 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Apology
3. Nkosazana Dlamini-Zuma	
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes
14. Solly Mapaila	Apology
15. Mike Soko	No



Attendance Register Deployment Committee

26 June 2020

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Apology
3. Nkosazana Dlamini-Zuma	Apology
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Apology (Sick Leave)
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	n/a
14. Solly Mapaila	Apology
15. Mike Soko	No



Attendance Register Deployment Committee

21 September 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	Yes
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes, till 8:45
14. Solly Mapaila	Yes
15. Mike Soko	No



Attendance Register Deployment Committee

Monday, 16 November 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	
7. Natso Khumalo	
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	
11. Meokgo Mathuba	
12. Mildred Oliphant	
13. Bheki Ntshalintshali	
14. Solly Mapaila	
15. Mike Soko	No



Attendance Register Deployment Committee

15 June 2020

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	Yes
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Apology (Sick Leave)
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes
14. Solly Mapaila	Yes
15. Mike Soko	No



Attendance Register Deployment Committee

10 August 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	
14. Solly Mapaila	Yes
15. Mike Soko	No



Attendance Register Deployment Committee

Friday, 9 October 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Apology
3. Nkosazana Dlamini-Zuma	Apology
4. Lindiwe Sisulu	Apology
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Apology
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	
14. Solly Mapaila	Apology, Cde Chris Matlhako will attend
15. Mike Soko	No



Attendance Register Deployment Committee

Monday, 9 November 2020, 08:00

Committee Members:	Attending Yes/No
1. David Mabuza (Chairperson)	Yes
2. Jessie Duarte (Coordinator)	Yes
3. Nkosazana Dlamini-Zuma	Yes
4. Lindiwe Sisulu	Yes
5. Susan Shabangu	Yes
6. Sidumo Dlamini	Yes
7. Natso Khumalo	Yes
8. Mduduzi Manana	Yes
9. Sfiso Buthelezi	Yes
10. Sibongile Besani	Yes
11. Meokgo Mathuba	Yes
12. Mildred Oliphant	Yes
13. Bheki Ntshalintshali	Yes
14. Solly Mapaila	Chris Matlhako
15. Mike Soko	No

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za



TO: Cde Ronald Lamola

Judicial Service Commission

Dear Comrade,

It has been brought to our attention that Adv Ramola Naidoo a highly qualified female applicant for the Constitutional Court who was shortlisted according to attached document for the position by the JSC. Adv Naidoo was subsequently removed despite being more qualified and experienced than most if not all the other listed candidates, she was the only one removed from the list. The list was published on the 13th of February 2020 and no communication has been made with Adv Naidoo.

The process is inconsistent with section 174(5) which broadens the scope to include candidates with no judicial experience.

We are requesting that the issues with regard to lack of transparency be addressed as well as the influential role of the Chief Justice, legal profession.

Please attend to this matter ASAP.

Yours Comradely,

Jessie Duarte

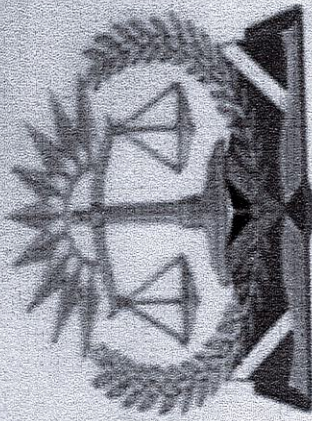
**DEPUTY SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS**

Date: 2 March 2020

President: C Ramaphosa Deputy President: D.D. Mabuza National Chairperson: G Mantashe Secretary General: E.S. Magashule

Deputy Secretary General: J Duarte, Treasurer-General: P. Mashatile

Text Message
Tue, 11 Feb, 2:00 PM



OFFICE OF THE CHIEF JUSTICE
REPUBLIC OF SOUTH AFRICA

JUDICIAL SERVICE COMMISSION

LIST OF ALL CANDIDATES – APRIL 2020

JUDICIAL SERVICE COMMISSION LIST OF ALL CANDIDATES – APRIL 2020 Constitutional Court: One vacancy

TITLE	CANDIDATE	GENDER	QUESTIONNAIRE	NOMINATED
Judge	Nambitha Dambuza	Female	Yes	Yes
Judge	Alan Christopher Dodson SC	Male	Yes	Yes
Judge	Narandran (Jody) Kollipen	Male	Yes	Yes
Judge	Majake Meshack Mabesele	Male	Yes	Yes
Judge	Rammaka Steven Mithopo	Male	Yes	Yes
Judge	Mahube Betty Motemela	Female	Yes	Yes
Judge	Ramola Naidoo	Female	Yes	Yes
Judge	Dhayanithie Pillay	Female	Yes	Yes
Judge	Bashier Vally	Male	Yes	Yes

Congratulations Ramola. I'm so proud of you and proud to know you. I know you will be a great judge.

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za

TO: All Deployed Comrades

Deployment Committee Procedures

Dear Comrades,

The Deployment Committee has taken the decision that the following procedures should be followed with regards to deployments of the following positions;

- Director Generals
- Chairpersons
- CEO's
- All boards of SOE's

The office of the Deputy Secretary General should be informed of all posts prior to them being advertised and be sent the advert once they have been published. This process is to allow for Comrades who meet the criteria on the database to be allowed to apply.

This does not alter the current process of what is suppose to be presented to the committee by the relevant minister. The following is required in the presentation of all deployments at least 3 days before presentation;

- Background and summary of challenges
- Post advertisement
- List of abridged CV's of all applicants
- Shortlist with complete CV's
- Recommended Candidates
- Summary of candidates which include columns for Qualifications, Experience, Gender, Age and Province of each candidate

No appointment should be taken to cabinet without passing through the deployment committee first.

Yours Comradely,

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Deployed Comrades

Comrades For Consideration

Dear Comrade,

Please find the attached document with names of comrades with their respective skills and experience who should be considered as to where they can be of assistance.

Yours Comradely,

Jessie Duarte
DEPUTY SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS
Date: 19 May 2020

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde Lindiwe Sisulu

Deployment Committee

Dear Comrade,

I would like to confirm that the presentation of adverts for the Sedibeng, Magalies and Lepelle Water Boards was an agenda item on the Deployment Committee meeting which took place on the 11th of May 2020. In the meeting it was then communicated that the documents were not ready and proposed that interim boards be appointed in the meantime. The Deployment Committee supported the proposal.

Your request that the Deployment Committee send a list of names from the Deployment Committee Database to be considered for the interim boards was also supported and subsequently a list was sent.

It must be noted that appointments of boards by ministers must always be consulted with the provincial governments by the office of the minister.

Yours Comradely,

A handwritten signature in cursive script that reads 'Jessie'.

Jessie Duarte
DEPUTY SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS
Date: 2 June 2020

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde ES Magashule

Request for Deployment Committee Report to NWC

Dear Comrade SG

In response to the attached request for the Deployment Committee to report to the NWC on the 28th of October 2019, I would like to highlight that the Deployment Committee has never reported to the NEC or the NWC. The Deployments Committee reports to both the Officials as a collective and to the Secretary General.

With the above highlighted I would like to request that the committee continues to report to the Officials and the Secretary General. A report can be presented to the Officials on the 28th of October 2019.

Yours Comradely,

Jessie Duarte
DEPUTY SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS
Date:

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za



TO: Chairpersons of NEC Sub-Committees on:

- Deployment
- Communications
- Constitutional & Legal Affairs

Chairpersons of the:

- NDC and NDCA
- Integrity Commission

**NEC SUB-COMMITTEE REPORTS TO NWC:
28 OCTOBER 2019**

Dear Comrades,

The NEC meeting on 30 September 2019 decided that a comprehensive discussion of NEC Sub-committee reports must take place at the NEC meeting on 28-30 November 2019 and that sub-committee reports should be processed by the NWC in preparation for this discussion.

Accordingly, you are requested to present a sub-committee report to the NWC on:

Date: Monday, 28 October 2019
Time: 14h00
Venue: 11th Floor Boardroom, Luthuli House

We request that presentations not exceed 20 minutes and that they include clear recommendations regarding decisions required from the NWC / NEC. Attached hereto is a template for sub-committee reports.

Please forward reports to: Cde Obakeng Moate: Mobile: 079 334 9363 Email: obakeng@anc1912.org.za.

Yours Comradely,

ES Magashule
SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS

Date: 9/10/19

President: C Ramaphosa Deputy President: D.D. Mabuza National Chairperson: G Mantashe Secretary General: E.S. Magashule
Deputy Secretary General: J Duarte, Treasurer-General: P. Mashatile

**IN THE HIGH COURT OF SOUTH AFRICA
GAUTENG LOCAL DIVISION, JOHANNESBURG**

**CASE NO: 26339/21
SCA:581/23
CCT 267/23**

In the matter between:

**LEON AMOS SCHREIBER
THE DEMOCRATIC ALLIANCE**

**First Applicant
Second Applicant**

And

THE AFRICAN NATIONAL CONGRESS

Respondent


AFFIDAVIT IN SUPPORT OF THE COMPLIANCE OF THE ORDER

I, the undersigned,

FIKILE APRIL MBALULA

do hereby make oath and say that:

1. I am an adult male and the Secretary General of the African National Congress ("the ANC").
2. The facts stated in this affidavit fall, unless the context indicates otherwise, within my personal knowledge and are both true and correct
3. I depose to this affidavit on behalf of the Respondent, the ANC. I do so on the basis of the authority bestowed upon me by the ANC National Executive Committee. To that end, I attach a resolution to that effect as annexure "ANC 1".


1

4. To the extent that there are any submissions of law, these submissions are made on the advice of my lawyers which advice I believe to be true and correct.

PURPOSE OF THE AFFIDAVIT

5. This affidavit is an affidavit in compliance with the judgement handed down by the Honourable Judge Wepener on 2 February 2023 (“the Judgement”).

6. The Judgement states the following:

“In my view, it may very well be so that Schreiber has a clear case to bring the application (and his right was not disputed save to the extent set out below), but that does not permit the DA to attempt to enforce provisions of PAIA without it having complied with the prerequisites contained in PAIA to enable it to launch an application of this nature. The DA failed to follow the prerequisite steps in order to rely on a right to approach a court for relief, and thus failed to lay a basis for its right to be an applicant in this matter as it never qualified as a ‘requester’ in terms of s 78(1) of PAIA.”

7. Accordingly, the ANC, in compliance with the Order, hands the information requested to the First Applicant only, as the Second Applicant was found to not be entitled to the information.
8. Below, and in terms of the First Applicant’s Form C request, is a description of the record or relevant part of the record which was requested by the First Applicant, and provided by the Respondent.
9. The following information has been attached;
 - a. The full contents of the ANC’s Cadre Development Policy and Deployment Strategy for the period 1997 to 1 January 2021 (Annexure “ANC 2”).

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- b. Complete minutes for meetings of the National Deployment Committee (“the Committee”) between 1 January 2018 to 1 January 2021 (Annexure “**ANC 3**”).
 - c. A list of all decisions taken by the Committee in relation to, and in correlation with, the minutes of the Committee meetings held between 1 January 2018 to 1 January 2021 (Annexure “**ANC 4**”).
 - d. It was the modus operandi of the Committee that, under certain circumstances, decisions were dealt with by Round-Robin (Annexure “**ANC 5**”).
 - e. Emails, WhatsApps, and other social media exchanges where decisions of the Committee were discussed, deliberated upon, or taken during the period 1 January 2013 to 1 January 2021, and the contents thereof (Annexure “**ANC 6**”). These exchanges are only between Mr Thapelo Masilela and the members of the Committee and not the individual exchanges between the members themselves.
 - f. Copies of CV’s and vacancy notices which were considered for the period 1 January 2013 to 1 January 2021 (Annexure “**ANC 7**”).
 - g. All other correspondence communicating the decisions of the Committee for the period 1 January 2013 to 1 January 2021 which is in possession of the ANC at the time of signing this affidavit (Annexure “**ANC 8**”).
10. The following information has not been attached:
- a) Minutes for meetings of the Committee between the period December 2012 to December 2017. There are no minutes of meetings for this period as minutes were not kept. Minutes for these meetings were confirmed not to have been kept by Ms Desmoreen Carolus and Mr Lungi Mtshali, who were often present during those meetings during that period. Same is confirmed by Ms Desmoreen Carolus and Mr Lungi Mtshali in their confirmatory

FA

affidavits attached, marked as annexure “ANC 9” and “ANC 10”, respectively.

- b) Not all minutes were adopted and the minutes for 15 June 2020 could not be located.
- c) The non-existence of minutes for the period December 2012 to December 2017 was communicated to the Judicial Commission of Inquiry into Allegations of State Capture, Corruption and Fraud in the Public Sector (“Zondo Commission”) by the then ANC legal adviser, Mr Krish Naidoo, and is attached hereto as annexure “ANC 11”.
- d) The Zondo Commission’s report further confirmed this and same can be seen in an extract of the report, attached as annexure “ANC 12”.
- e) Decisions taken between December 2012 to December 2017 could not be retrieved as there are no minutes to confirm what decisions were deliberated upon, and supposedly taken by the Committee. It is possible that the Committee took decisions during that period, however, in the absence of minutes, any attempt at compiling a list of decisions would be an inaccurate reflection of the Committee’s decisions during that period.
- f) Email addresses, telephone numbers, names and other biometric information that compromise the privacy and security of individual data subjects that appear in the annexures above have been redacted in compliance with the Protection of Personal Information Act No 4 of 2013 (“the POPI Act “). The POPI Act provides for:

Section 2 Purpose of Act

The purpose of this Act is to-

(a) give effect to the constitutional right to privacy, by safeguarding personal information when processed by a responsible party,

subject to justifiable limitations that are aimed at-

TA

- (i) *balancing the right to privacy against other rights, particularly the right of access to information; and*
 - (ii) *protecting important interests, including the free flow of information within the Republic and across international borders;*
- (b) *regulate the manner in which personal information may be processed, by establishing conditions, in harmony with international standards, that prescribe the minimum threshold requirements for the lawful processing of personal information;*
- (c) *provide persons with rights and remedies to protect their personal information from processing that is not in accordance with this*

Act; and

- (d) *establish voluntary and compulsory measures, including the establishment of an Information Regulator, to ensure respect for and to promote, enforce and fulfil the rights protected by this Act.*

Section 9 Lawfulness of processing

Personal information must be processed-

- (a) *lawfully; and*
- (b) *in a reasonable manner that does not infringe the privacy of the data subject.*

Section 26 Prohibition on processing of special personal information

A responsible party may, subject to section 27, not process personal information concerning-

- (a) *the religious or philosophical beliefs, race or ethnic origin, trade union membership, political persuasion, health or sex life or biometric information of a data subject; or*



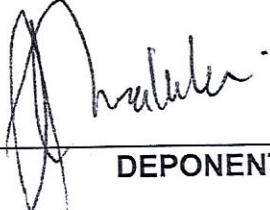
11. The above quoted portions prevent the ANC from disclosing the personal information of the individual data subjects who appear in the records. Should the receiver of the information, as decided by the High Court, request the details which have been redacted to protect the personal information of individual data subjects, the information can be made available for physical inspection provided the respective individuals duly consent thereto.
12. The receiver of the information may inspect such information at our attorneys' offices with the explicit consent of the individual data subjects. We draw the receiver's attention to the provisions of POPIA against the misuse of information concerning individual data subjects, and the sanctions provided for such misuse.

STEPS TAKEN TO LOCATE THE DOCUMENTS.

13. We also outline the steps which were taken to locate the documents which the ANC could not provide, as per section C of the PAIA request.
14. The search began with the files of the late Deputy Secretary General, Ms Yasmin "Jessie" Duarte, who was the coordinator of the Deployment Committee for the period in question.
15. This also entailed consultations with the staff who provided secretarial services to the Committee during the period concerned.
16. With regard to the Minutes and *modus operandi* of the Committee the staff members indicated that these documents were not kept for the period in question.
17. It is worth mentioning that until 2018, the Deployment Committee did not keep minutes of its meetings. It was from the beginning of 2018, that minutes were kept. As indicated above, these minutes were submitted to the Zondo Commission.

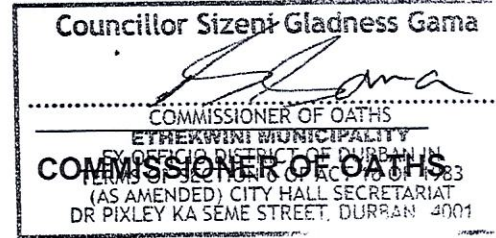


18. In the absence of minutes of the Committee for the period in question, attempts were made to reconstruct the decisions taken by the Committee, based on other documents, including Organisational Report by the Secretary General to National General Councils (NGCs) and National Conferences for the period concerned. This proved to be of no avail as no decisions reported upon in these documents.
19. The policy and regulations governing the work of the Committee were communicated by the Secretary General's Office to ANC Ministers, as per decision and minutes of the Deployment Committee meeting of 14 October 2019.
20. Searches of emails and other forms of communications also confirm the non-existence of minutes for the period December 2012 to December 2017.
21. Mr. Thapelo Masilela (Strategic Support Manager: Deputy Secretary General's Office) confirmed that some information in respect to the Committee had unfortunately been lost when his laptop crashed. During 2023, his personal email account, which he used for the work of the Committee was full. In an attempt to free up space, he sorted emails by size and deleted the majority of the larger files. A number of emails which related to the Committee were included. Same is confirmed in his confirmatory affidavit, attached as annexure "ANC 13".
22. The information provided by the ANC is the information found to be in possession of the organization at the time of the signing of this affidavit, following a thorough search of our records.
23. All avenues available to the ANC have been exhausted in order to comply with the Court order. We submit that the ANC has taken all reasonable measures to comply with the order and the relevant legislation.



DEPONENT

I HEREBY CERTIFY THAT THE DEPONENT HAS ACKNOWLEDGED THAT HE KNOWS AND UNDERSTANDS THE CONTENTS OF THIS AFFIDAVIT, WHICH WAS SIGNED AND SWORN BEFORE ME AT DURBAN ON THIS THE 19 DAY OF February 2024, THE REGULATIONS CONTAINED IN GOVERNMENT NOTICE NO R1258 OF 21 JULY 1972, AS AMENDED, AND GOVERNMENT NOTICE NOR1648 OF 19 AUGUST 1977, AS AMENDED, HAVING BEEN COMPLIED WITH



FULL NAMES: Sizeni Gladness GAMA
DESIGNATION: _____
AREA: DURBAN
ADDRESS: 190 Stalwart Simelane street
DURBAN

**IN THE HIGH COURT OF SOUTH AFRICA
GAUTENG LOCAL DIVISION, JOHANNESBURG**

**CASE NO: 26339/21
SCA:581/23
CCT 267/23**

In the matter between:

**LEON AMOS SCHREIBER
THE DEMOCRATIC ALLIANCE**

**First Applicant
Second Applicant**

And

THE AFRICAN NATIONAL CONGRESS

Respondent

CONFIRMATORY AFFIDAVIT

I, the undersigned,

LUNGI MTSHALI

do hereby make oath and say that;

1. I am an adult male and was the coordinator in the office of the Deputy Secretary General duly employed by the Respondent.
2. I am duly authorised to depose this affidavit in light of it being a confirmation of the facts stated the affidavit of Fikile April Mbalula and I swear positively to the facts as far as they are related to me.
3. As a result of the foregoing the facts herein contained are within my own personal knowledge and belief and are true and correct and I am duly authorised to depose to this affidavit.

*FA
LM
mw*

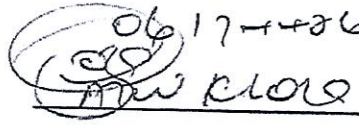
4. The Deployment Committee meetings during that period were not convened like meetings of a structure. It met to receive reports from comrades in government and make recommendations.
5. There were no decisions taken on behalf government that needed to be followed up or whose implementation had to be monitored and were no deployment committee reports to the NEC/NWC.
6. I confirm that there are no record that I'm aware of that were kept and filed by the office of the Deputy Secretary General.
7. I confirm that any documents related to the Deployment Committee were in the laptop that I used at the time and returned to IT in 2018.
8. Attached to this affidavit is my email confirming my stance sent to Mrs Febe Potgieter marked as annexure "LM1".



 DEPONENT

I HEREBY CERTIFY THAT THE DEPONENT HAS ACKNOWLEDGED THAT HE KNOWS AND UNDERSTANDS THE CONTENTS OF THIS AFFIDAVIT, WHICH WAS SIGNED AND SWORN BEFORE ME AT Pretoria ON THIS THE 19 DAY OF February 2024, THE REGULATIONS CONTAINED IN GOVERNMENT NOTICE NO R1258 OF 21 JULY 1972, AS AMENDED, AND GOVERNMENT NOTICE NOR 1648 OF 19 AUGUST 1977, AS AMENDED, HAVING BEEN COMPLIED WITH.

BRYNTIRION
 PROTECTION AND SECURITY SERVICES
 2024 -02- 19
 PROTECTION AND SECURITY SERVICES
 PRETORIA
 SOUTH AFRICAN POLICE SERVICE

06174486


 COMMISSIONER OF OATHS

FULL NAMES: Michael Clow
 DESIGNATION: WTO
 AREA: PRETORIA
 ADDRESS: PSS Bryntirion Estate
Arceles



IN THE HIGH COURT OF SOUTH AFRICA
GAUTENG LOCAL DIVISION, JOHANNESBURG

CASE NO: 26339/21
SCA:581/23
CCT 267/23

In the matter between:

LEON AMOS SCHREIBER
THE DEMOCRATIC ALLIANCE

First Applicant
Second Applicant

And

THE AFRICAN NATIONAL CONGRESS

Respondent

CONFIRMATORY AFFIDAVIT

I, the undersigned,

THAPELO MASILELA

do hereby make oath and say that;

1. I am an adult male strategic support manager in the office of the Deputy Secretary General duly employed by the Respondent.
2. I am duly authorised to depose this affidavit in light of it being a confirmation of the facts stated the affidavit of Fikile April Mbalula and I swear positively to the facts as far as they are related to me.
3. As a result of the foregoing the facts herein contained are within my own personal knowledge and belief and are true and correct and I am duly authorised to depose to this affidavit.
4. On or about June 2023 my laptop which contained information in relation to the Deployment Committee crashed and a lot of data which was stored on that hard drive had been lost.

CM

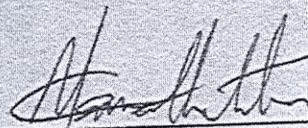
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5. Despite numerous efforts to retrieve the data from this laptop's hard drive, I was unable to retrieve everything as at 18 February 2024 and therefore do not have in my possession any other information for the period in question other than what appears in the affidavit to which this affidavit is annexed.
6. During 2023, my personal email which I used for the Deployment Committee was full. In an attempt to free up space, I sorted sent emails by size and deleted majority of the big files. A number of emails which relate to the Deployment Committee were included.



DEPONENT

I HEREBY CERTIFY THAT THE DEPONENT HAS ACKNOWLEDGED THAT HE KNOWS AND UNDERSTANDS THE CONTENTS OF THIS AFFIDAVIT, WHICH WAS SIGNED AND SWORN BEFORE ME AT Johannesburg ON THIS THE 19 DAY February OF 2024, THE REGULATIONS CONTAINED IN GOVERNMENT NOTICE NOR1258 OF 21 JULY 1972, AS AMENDED, AND GOVERNMENT NOTICE NOR1648 OF 19 AUGUST 1977, AS AMENDED, HAVING BEEN COMPLIED WITH.



COMMISSIONER OF OATHS

FULLNAMES: _____
DESIGNATION: _____
AREA: _____
ADDRESS: _____

CHRISTOPHER MAMATHUNTSHA
Practising Attorney JHB
Mamathuntsha Inc. Attorneys
Commissioner Of Oaths
20 Albert Street
Bram Fischer Towers
Office No. 907, 9th Floor
Marshalltown
Tel: 011 492 0622 / Fax: 011 492 0682

F.A.

IN THE HIGH COURT OF SOUTH AFRICA
GAUTENG LOCAL DIVISION, JOHANNESBURG

CASE NO: 26339/21
SCA:581/23
CCT 267/23

In the matter between:

LEON AMOS SCHREIBER
THE DEMOCRATIC ALLIANCE

First Applicant
Second Applicant

And

THE AFRICAN NATIONAL CONGRESS

Respondent

CONFIRMATORY AFFIDAVIT

I, the undersigned,

DESMOREEN CAROLUS

do hereby make an oath and say that;

1. I am an adult female and was the coordinator in the office of the Secretary General duly employed by the Respondent.
2. I am duly authorised to depose this affidavit in light of it being a confirmation of the facts stated the affidavit of Fikile April Mbalula and I swear positively to the facts as far as they are related to me.
3. As a result of the foregoing the facts herein contained are within my own personal knowledge and belief and are true and correct and I am duly authorised to depose to this affidavit.

C.M
D.C

F.A.

4. I worked in the office of the Secretary General ("the SGO") from October 2008 to the end of October 2016, whereupon I moved to the ANC Policy Institute until April 2018.
5. I wish to confirm and state under oath that servicing the Deployment Committee was not part of my daily duties during my time at the Secretary General's Office.
6. This function was delegated to the Deputy Secretary General and it never came across my desk in any form.
7. I do not recall minutes of the Deployment Committee being referred to in the workings of the Secretary General's Office whilst I was there.
8. I confirm that I never saw a written document purporting to be minutes of the Deployment Committee, covering the period when I was part of the Secretary General's Office.
9. Attached to this affidavit is my email confirming my stance sent to Mrs Febe Potgieter marked as annexure "DC1".

[Handwritten Signature]

DEPONENT

I HEREBY CERTIFY THAT THE DEPONENT HAS ACKNOWLEDGED THAT HE KNOWS AND UNDERSTANDS THE CONTENTS OF THIS AFFIDAVIT, WHICH WAS SIGNED AND SWORN BEFORE ME AT Johannesburg ON THIS THE 19 DAY OF February 2024, THE REGULATIONS CONTAINED IN GOVERNMENT NOTICE NO R1258 OF 21 JULY 1972, AS AMENDED, AND GOVERNMENT NOTICE NOR1648 OF 19 AUGUST 1977, AS AMENDED, HAVING BEEN COMPLIED WITH

[Handwritten Signature]

COMMISSIONER OF OATHS

FULL NAMES: _____

CHRISTOPHER MAMATHUNTSHA
 Practising Attorney JHB
 Mamathuntsha Inc. Attorneys
 Commissioner Of Oaths
 20 Albert Street
 Bram Fischer Towers
 Office No. 907, 9th Floor
 Marshalltown
 Tel: 011 492 0622 / Fax: 011 492 0682

F.A.

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za



TO: Cde Ronald Lamola

Judicial Service Commission

Dear Comrade,

It has been brought to our attention that Adv Ramola Naidoo a highly qualified female applicant for the Constitutional Court who was shortlisted according to attached document for the position by the JSC. Adv Naidoo was subsequently removed despite being more qualified and experienced than most if not all the other listed candidates, she was the only one removed from the list. The list was published on the 13th of February 2020 and no communication has been made with Adv Naidoo.

The process is inconsistent with section 174(5) which broadens the scope to include candidates with no judicial experience.

We are requesting that the issues with regard to lack of transparency be addressed as well as the influential role of the Chief Justice, legal profession.

Please attend to this matter ASAP.

Yours Comradely,

Jessie Duarte

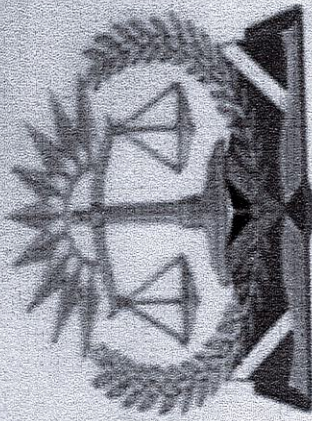
**DEPUTY SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS**

Date: 2 March 2020

President: C Ramaphosa Deputy President: D.D. Mabuza National Chairperson: G Mantashe Secretary General: E.S. Magashule

Deputy Secretary General: J Duarte, Treasurer-General: P. Mashatile

Text Message
Tue, 11 Feb, 2:00 PM



OFFICE OF THE CHIEF JUSTICE
REPUBLIC OF SOUTH AFRICA

JUDICIAL SERVICE COMMISSION

LIST OF ALL CANDIDATES – APRIL 2020

JUDICIAL SERVICE COMMISSION LIST OF ALL CANDIDATES – APRIL 2020 Constitutional Court: One vacancy

TITLE	CANDIDATE	GENDER	QUESTIONNAIRE	NOMINATED
Judge	Nambitha Dambuza	Female	Yes	Yes
Judge	Alan Christopher Dodson SC	Male	Yes	Yes
Judge	Narandran (Jody) Kollipen	Male	Yes	Yes
Judge	Majake Meshack Mabesele	Male	Yes	Yes
Judge	Rammaka Steven Mithopo	Male	Yes	Yes
Judge	Mahube Betty Motemela	Female	Yes	Yes
Judge	Ramola Naidoo	Female	Yes	Yes
Judge	Dhayanithie Pillay	Female	Yes	Yes
Judge	Bashier Vally	Male	Yes	Yes

Congratulations Ramola. I'm so proud of you and proud to know you. I know you will be a great judge.

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za

TO: All Deployed Comrades

Deployment Committee Procedures

Dear Comrades,

The Deployment Committee has taken the decision that the following procedures should be followed with regards to deployments of the following positions;

- Director Generals
- Chairpersons
- CEO's
- All boards of SOE's

The office of the Deputy Secretary General should be informed of all posts prior to them being advertised and be sent the advert once they have been published. This process is to allow for Comrades who meet the criteria on the database to be allowed to apply.

This does not alter the current process of what is suppose to be presented to the committee by the relevant minister. The following is required in the presentation of all deployments at least 3 days before presentation;

- Background and summary of challenges
- Post advertisement
- List of abridged CV's of all applicants
- Shortlist with complete CV's
- Recommended Candidates
- Summary of candidates which include columns for Qualifications, Experience, Gender, Age and Province of each candidate

No appointment should be taken to cabinet without passing through the deployment committee first.

Yours Comradely,

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Deployed Comrades

Comrades For Consideration

Dear Comrade,

Please find the attached document with names of comrades with their respective skills and experience who should be considered as to where they can be of assistance.

Yours Comradely,

Jessie Duarte
DEPUTY SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS
Date: 19 May 2020

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde Lindiwe Sisulu

Deployment Committee

Dear Comrade,

I would like to confirm that the presentation of adverts for the Sedibeng, Magalies and Lepelle Water Boards was an agenda item on the Deployment Committee meeting which took place on the 11th of May 2020. In the meeting it was then communicated that the documents were not ready and proposed that interim boards be appointed in the meantime. The Deployment Committee supported the proposal.

Your request that the Deployment Committee send a list of names from the Deployment Committee Database to be considered for the interim boards was also supported and subsequently a list was sent.

It must be noted that appointments of boards by ministers must always be consulted with the provincial governments by the office of the minister.

Yours Comradely,

A handwritten signature in cursive script that reads 'Jessie'.

Jessie Duarte
**DEPUTY SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS**
Date: 2 June 2020

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE



Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za

TO: Cde ES Magashule

Request for Deployment Committee Report to NWC

Dear Comrade SG

In response to the attached request for the Deployment Committee to report to the NWC on the 28th of October 2019, I would like to highlight that the Deployment Committee has never reported to the NEC or the NWC. The Deployments Committee reports to both the Officials as a collective and to the Secretary General.

With the above highlighted I would like to request that the committee continues to report to the Officials and the Secretary General. A report can be presented to the Officials on the 28th of October 2019.

Yours Comradely,

Jessie Duarte
DEPUTY SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS
Date:

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za



TO: Chairpersons of NEC Sub-Committees on:

- Deployment
- Communications
- Constitutional & Legal Affairs

Chairpersons of the:

- NDC and NDCA
- Integrity Commission

**NEC SUB-COMMITTEE REPORTS TO NWC:
28 OCTOBER 2019**

Dear Comrades,

The NEC meeting on 30 September 2019 decided that a comprehensive discussion of NEC Sub-committee reports must take place at the NEC meeting on 28-30 November 2019 and that sub-committee reports should be processed by the NWC in preparation for this discussion.

Accordingly, you are requested to present a sub-committee report to the NWC on:

Date: Monday, 28 October 2019
Time: 14h00
Venue: 11th Floor Boardroom, Luthuli House

We request that presentations not exceed 20 minutes and that they include clear recommendations regarding decisions required from the NWC / NEC. Attached hereto is a template for sub-committee reports.

Please forward reports to: Cde Obakeng Moate: Mobile: 079 334 9363 Email: obakeng@anc1912.org.za.

Yours Comradely,

ES Magashule
SECRETARY-GENERAL
AFRICAN NATIONAL CONGRESS

Date: 9/10/19

President: C Ramaphosa Deputy President: D.D. Mabuza National Chairperson: G Mantashe Secretary General: E.S. Magashule
Deputy Secretary General: J Duarte, Treasurer-General: P. Mashatile



ANC NEC DEPLOYMENT SUB-COMMITTEE: NAMES FOR CONSIDERATION

NO.	QUALIFICATION	WORK EXPERIENCE
1	<ul style="list-style-type: none"> • Diploma in Journalism, Evelyn Hone College, Zambia (1988) • Military and Political Science, Soviet Union • Corporate Governance, Institute of Directors 	<ul style="list-style-type: none"> • Engen (Mobil) Petroleum, Network Manager • Entrepreneur owning Engen Petrol Station, Nissan Vehicle dealership, abattoir, information technology company, mobile butchery, liquid petroleum gas shower systems • Board of Directors on Mantuba Investment Holdings, Gauteng Growth & Development Agency, Gauteng Gambling Board, Constitution Hill, Automotive Industry Development Centre, South African Responsible Gambling Foundation • Colonel in the SANDF
2	<ul style="list-style-type: none"> • National Diploma in Security Risk Management, UNISA, 1999-2007 • Diploma in Aviation Security Management with Aviation Training and Development Institute of Canada, 2005-2007 • Project Management Certificate, University of Pretoria, 2000 • Programme in Economics and Public Finance, UNISA, 2002 • Disaster and Communication Management Certificate, USA in Washington DC, 2001 • National Diploma in Security Risk Management, UNISA, 1999-2007 • Diploma in Aviation Security Management with Aviation Training and Development Institute of Canada, 2005-2007 	<ul style="list-style-type: none"> • Seconded by the South African government to the African Civil Aviation Commission (2009-2012) • Acting Chief Executive Office for the South African Civil Aviation Authority (2005-2006) • Joined the South African Civil Aviation Authority as the General Manager Aviation Security (2003) • Appointed as the First Chief of Police of Ekurhuleni Metropolitan Police Department (2002-2003) • Interim Law enforcement co-ordinator for East Rand Metro Council (2001-2002) • Executive Manager Public Safety (1998-2000)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Project Management Certificate, University of Pretoria, 2000 • Programme in Economics and Public Finance, UNISA, 2002 • Disaster and Communication Management Certificate, USA in Washington DC, 2001 	<ul style="list-style-type: none"> • Appointed as a Manager of Public Safety (Traffic, Road Management & Security) (1997) • Integrated in the SANDF Intelligence, as a Practitioner (1994) • Jointed the African National Congress in Lesotho (1983) • Car Distributors Assembly, now Mercedes Benz of SA as a Dispatch Clerk (1983)
3	<ul style="list-style-type: none"> • BA English and Philosophy, Wits (1969-1971) • Honours Philosophy, Wits (1972) • Honours English, Wits (1974) • Masters in Creative Writing, Wits (2017) 	<ul style="list-style-type: none"> • Director Operations, Mapungubwe Institute of Strategic Reflections (2016-present) • Manager: Publications and Events, Mapungubwe Institute of Strategic Reflections (2014-2016) • Consultant: Resident in New Delhi, India (2013-2014) • Director Operations, Mapungubwe Institute of Strategic Reflections (2010-2013) • Consultant SANAI (2007-2010) • Co-ordinator Intelligence Co-ordinating Committee (2005-2007) • Director-General, Department of Home Affairs (2003-2005) • DDG-General Operations, National Intelligence Agency (2000-2003) • DDG-South African Secret Service (SASS) (1996-1999) • General Manager Chief Directorate Foreign Offices, South African Secret Services (1995-1996) • Department of Intelligence and Security ANC (DIS) (1994) • Director General, Matla Trust (1994) • Head of Communications, Matla Trust (1992-1994) • Administrative Editor, African Information Afrique (AIA) (1990-1992) • Feature Editor, Solidarity News Service (SNS) (1983-1985) • Research Officer, International Defence and Aid Fund (IDAF)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Musical Director, Broadside Mobile Theatre (1976-1978) • Researcher, International University Exchange (1976) • Cultural Officer, National Union of South African Students (1974-1975) • Sub-Editor, Natal Witness (1974) • Deputy Cultural Officer, NUSAS (1973-1974) • Supply Teacher, Mile End School (1972-1973) • Personnel Officer, Duray Manufacturing Company (1972) • Music Teacher, Self Employed (1969-1971) • Cub Reporter, Rand Daily Mail (1970)
4	<ul style="list-style-type: none"> • LLB, University of Zambia 1979 majoring, in Corporate Law and International Trade and Investment 	<ul style="list-style-type: none"> • An experienced leader, communicator and negotiator with long-standing experience in cabinet positions, international affairs, constitutional matters, and civil society engagements and collaboration. • Member of Parliament since 1994 – 2009. • Member of Government Cabinet and party activist responsible for key political fields such as justice and constitutional affairs, developmental issues, gender affairs, human rights issues, national heritage and cultural matters. • Extensive networks in the fields of politics, administration, private sector and civil society. • Extensive management experience in policy development, change/reform processes and in strategic processes, mediation and stakeholder management. • Human Rights advocate, with a particular focus on Women and Children's rights.
5	<ul style="list-style-type: none"> • Grade 12 • Certificates with Rhodes University on knowledge management, leadership and communication • Senior Primary Teacher Diploma at Umbumbulu College of Education (1986-1988) 	<ul style="list-style-type: none"> • Teacher (1980-1982) • Political activist – (1976) • Soldier – Umkhonto We Sizwe (1985-1990)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Bachelor of Social Studies and Economics BSc (Econ.) Honours, University of Wales, College of Swansea(UK) • Masters in Housing Degree, University of Natal (1995) (Incomplete Dissertation) 	<ul style="list-style-type: none"> • 1990 – Returned from exile • 1994-2004 – ANC MPL • 2004-2008 – ANC MP • 2008-2011 – MMC for Economic Development City of Johannesburg • 2012 – DIRCO – Ambassador designate • 2013-2018 – Ambassador to Burundi
6	<ul style="list-style-type: none"> • Ba (Paed) degree, University of the North, 1986 • Post Graduate Diploma in Public Policy and African Studies, University of Johannesburg, 2019 	<ul style="list-style-type: none"> • Member of Parliament, (2014- current) • Member of the Provincial Legislature (MPL) (1999-2014)
7	<ul style="list-style-type: none"> • Matric • Executive Development Programme WITS 2005 • Executive Education Kennedy School of Governance Harvard 2007 • Military training in Angola 1982 • Intelligence and Counter-intelligence training in German Democratic Republic 1986 • Intelligence & Criminal Investigations Soviet Union 1989 • Intelligence Management Training UK 1994 • Intelligence Supervision NIA Training Academy 1996 	<ul style="list-style-type: none"> • Winemaking Assistant (1980) • Mechanic Assistant (1981) • ANC Counter-Intelligence (1982-1991) • ANC Underground work within SA (1982-1984) • Western Cape DIS (1992-1995) • Provincial Manager Western Cape NIA (1995-1997) • NIA Manager for Gauteng, KZN & Mpumalanga (1997-2000) • National Head of Security IEC (1999-2000) • NIA Gauteng (2000 – 2001) • General Manager Southern Africa SASS (2001-2002) • Deputy Director General Africa SASS 2004-2011 • Head of Station Syria (2012-2013) • Head of Station Russia (2013-2014)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> CEO Foresight Advisory Services (2015-present)
8		
9		
10		
11		
12		
13	<ul style="list-style-type: none"> Matric at Ratshepo High School (Temba) 1984 Associate Fellow at Green Templeton (University of Oxford, UK) 2006 	<ul style="list-style-type: none"> Director-General: Department of Justice and Constitutional Development (1 May 2016 to present) Director-General: Department of Cooperative Governance (1 Oct 2012 – 30 Apr 2016) Director-General: National Department of Social Development (15 May 2003 – 30 Sept 2012) Chief Director: Corporative Services, National Department of Social Development (1 Oct 2001 – 14 May 2003) Chief Director: Office of the Premier, North West Province. (1 May 2001 – 30 Sept 2001)
14		
15		
16		
17		

NO.	QUALIFICATION	WORK EXPERIENCE
NO.	QUALIFICATION	WORK EXPERIENCE
1	<ul style="list-style-type: none"> • BA Social Development Studies (UJ) • Member of Golden Key International Honours Society • BOD Certificate – IMD, Switzerland • Political Science & Trade Unionism 	<ul style="list-style-type: none"> • Board membership: Rand Mutual Assurance (2004-2014); JB Marks Bursary Trust Fund (2006-2015); Elijah Barayi Memorial Training Centre (1998-2004) • Non-executive Director, ESKOM (1998-2006) • Development Bank of Southern Africa • Council member, University of Johannesburg • Chairman, ADC Cables • Director, F11 Management Consulting • Chairman Thelle Mogoerane Hospital Advisory Board
2	<ul style="list-style-type: none"> • Diploma, Public Management, Varsity College (2003) • Certificate Public Administration, UKZN • Certificate Development Management, UP • Degree Public Administration (2017) • Honours Public Administration, MANCOSA 	<ul style="list-style-type: none"> • Mayor, City of Durban (2001-2016)
3	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Minister of Social Development (2018 – 2019) • Minister in the Presidency for Women (2014 – 2018) • Minister Mineral Resources (2009 – 2014)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Minister of Safety & Security (2004 – 2009) • Member of Parliament • NEC NWC (2004 – 2009)
4	<ul style="list-style-type: none"> • Senior Executive Managers Course NQF Level 8, University of Cape Town 	<ul style="list-style-type: none"> • Board Chairperson of Kalahari Kid (2017-present) • Board Chairperson of Seed Of Life (2014-present) • Representative of the Minister of Agriculture: Oil and protein Seeds Development Trust (2013-2016) • President of Commonwealth Parliamentary Association (2004-2009) • Speaker of Northern Cape Legislature (2004-2009) • Member of Executive Council, Safety and Liaison, Northern Cape Provincial Government(2000-2004) • Deputy Speaker, Northern Cape Provincial Legislature(1999-2000) • Political Office Bearer, Pension Fund (1999-2001) • Chair and Member of Portfolio Committee on Health and Welfare (1994-1999) • Member of the Legislature (1994-2009) • ANC Provincial Administrator (1991-1994) • Detainee Aid Centre Office Administrator (1988-1991) • Regional Organiser of South African Domestic Workers Union (1985-1987) • Teacher at Kgabang Community School, Northern Cape (1983-1985)
5	<ul style="list-style-type: none"> • Doctor of Philosophy (PhD) Central banking Independence & financial market reform, University of KwaZulu Natal (Current) • Oxform Advanced Management and Leadership programme, Oxford University, England, 2017 • Finance for Senior Executives at Harvard Business School, USA, 2012 	<ul style="list-style-type: none"> • CEO, RETOSA, 2017 • Head of Department, Department of Economic Development and Tourism (2012-2017) • Special Advisor, Minister of Sport & Recreation Organisational re-engineering and repositioning (2011-2012)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Master of Laws (Banking and Finance), University of London, England, Thesisi Central bank Autonomy (Law, Economics and Politics) 2000 • MA (International Relations), University of Witwatersrand, Thesisi Deepening of financial markets in Africa as part of the regeneration agenda, 2000 • Baccalaureus Procurationis (B.Proc), University of Zululand 	<ul style="list-style-type: none"> • Managing Director, Khabran Investments New Growth Path (Mpumalanga Economic Growth Agency) (2010) • Head, Mpumalanga World Cup 2010 (2006) • Director, Credit Policy and Governance, Standard Bank of South Africa (2005-2006) • Credit Officer, Group, Investec Bank Limited (2004) • Senior Manager: Strategic Management, South African Reserve Bank (1999-2010) • Chief of Staff, Premier's Office, North West (1998-2012) • Head of the Africa Desk, Department of Labour (1998) • Private Secretary to the Minister of Labour (1996/10) • Senior Reseracer / Deputy Head, ANC Parliamentary Research Unit (1996/02) • National Training Co-ordinator – Centre for Community Conflict Management & Resolution (1994) • National President for International Association Students interest in Economics & Management (AIESEC) (1993) • Administrative Clerk, Sage Life Insurance (1988-1990)
6	<ul style="list-style-type: none"> • Qualification as a Chartered Accountant, Professional Papers, parts 1 & 2, South African Institute of Chartered Accountants (SAIC), South Africa, 2004 • Bachelor of Commerce Honours, University of Natal Distance Learning, South Africa, 2003 • Certificate in the Theory of Accountancy (CTA), University of Natal Distance Learning, South Africa, 2003 	<ul style="list-style-type: none"> • Managing Director, R Kalidass and Associates, Chartered Accountants & Business Consultants (2008-current) • Chief Financial Officer, Mpumalanga Economic Growth Agency (2007-2008) • Financial Manager, Mpumalanga Agricultural Development Corporation (MADC) (2003-2007)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Bachelor of Accounting Sciences (BCompt), University of South Africa, 2002 	<ul style="list-style-type: none"> • Completion of SAICA training contract, KPMG Nelspruit (1999-2002)
7	<ul style="list-style-type: none"> • LLB, University of South Africa (currently studying) • B.Com(Hons) Financial Analysis and Portfolio Management, University of Cape Town • Bachelor of Economics, Macquarie University, Australia • A levels Economics and Accounting, Harare Polytechnic: Association of Examining Board. 	<ul style="list-style-type: none"> • Managing Member at Dalicol Consulting, (2010-present) • Head of the office of the Deputy Minister of Defence, Department of Defence (2012-2014) • Head, Government Relations at Anglo American Platinum (2006-2010) • General manager- Government and International Relation, South African Post Office (2004 – 2006) • Business Development Manager at Metropolitan Asset Managers (2003- 2004) • Portfolio Manager at Sanlam Investment Management (1999-2003) • Business Development Manager at Southern Life-Asset Management (1996-1998) • Business Development Manager at Nedbank (1993-1996) • Relationship Manager at Nedbank (1994-1993) • Treasury Support Manager Nedbank at Nedbank (June 1994- Sept 1994) • Manager, Client Delivery service at Nedbank, (Jan 1994-May1994) • Manager, Nedbank (Mar 1993-Dec 1993) • Administration Manager-Finance at Australian Defence Industries (ADI) • Sydney Tutor at Transby Aboriginal Co-Operative College (1986-1992) • Researcher at Zimbabwe Industrial Consultancy Co (1982-1983)
8	<ul style="list-style-type: none"> • PhD Economic Management, North West University 	<ul style="list-style-type: none"> • None-executive Board Member, Chairman of Audit & Risk Committee, SANBI, 2018 - Present

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • MBA, Milpark Business School • Advanced Diploma in Management, Milpark Business • Cert in Research, North West University Business School • Nyukela Public Service SMS Pre-entry Program, National School of Governance RSA • Nyukela Public Service SMS Pre-entry Program, National School of Governance RSA 	<ul style="list-style-type: none"> • Member of Executive Committee, CIAM, 2013 - Present • Vice President, President, Pan African Composer & Songwriter Alliance, (2013 - Present, 2009 - 2013) • Consultant in Business Development: Rail & Energy Infrastructure, Aveng Infraset (PTY)Ltd (2009-2011) • External Director, North West University (2006-current) • Executive Director, SARRAL (Pty) LTD (2004-2010) • Shareholder, Altec, Alcom Mathomo Company (PTY) Ltd (2003-2009) • Studio Manager & Sound Engineer, The Sound Studio (1988-1997) • Shareholder & None Executive Chairman, NISA Global Entertainment (Pty) Ltd, 2011 - Present • Business Strategist, Research Scientist, Zerno Consulting, 2012 - Present • Skhumba Productions, Founder & Director, 1998 - 2011 • Studio Manager & Sound Engineer, The Sound Studio (1988-1997)
9	<ul style="list-style-type: none"> • Master's in Public Health UCT (2009) • Honours Social Development UCT (1999) • BA Social Science UCT (1996) 	<ul style="list-style-type: none"> • Former Advisor to Minister for Women in the Presidency (2009-2011) • Advisor to Minister of Defence (2011-2012) • Advisor to Minister of Public Service & Administration (2012-2014) • Advisor to Minister Human Settlements (2014-2017)
10	NA	<ul style="list-style-type: none"> • Radiographer, Baragwaneth (1967) • Nuclear Physics Research, Wits (1974) • Office Manager, Kodak (1984) • Protech Facilitator (1986) • Facilitator Workplace Information Group (WIG) (1988-1991)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Local Government-Public Safety Chairperson (Johannesburg) • Municipal Enterprises Member of Mayoral Committee • Speaker of Council (2006-2011)
11	NA	<ul style="list-style-type: none"> • (former) President of National Union of Mineworkers
12	NA	<ul style="list-style-type: none"> • Former SABC Board
13	NA	<ul style="list-style-type: none"> •
14	<ul style="list-style-type: none"> • LLB University of Botswana 	<ul style="list-style-type: none"> • Member of Ministerial Legal Audit Committee (2010-2011) • DDG Department of Economic Development (2006-2010) • Executive Mayor-Mogale City Local Municipality (2000-2006) • Legal Advisor-Denel Aviation (1998-2000) • Advisor & Assistant to MEC – Department of Sports Recreation Arts & Culture (1996-1998) • Senior Planner: Policy – Department of Provincial Affairs and Constitutional Development (1995) • Coordinator Short Term Programmes – Educational Opportunities Council (1994) • Head of Legal UNHCR (1991-1993) • Candidate Attorney – SeopoloKomboni & Partners(1990) • Research Assistant – Wligespruit Fellowship Centre (1979) • Reporter – The World newspaper (1976)
15	NA	<ul style="list-style-type: none"> • Community Liaison Office, Office of the Premier-KwaZulu Natal (2007-2008) • Project Manager-Housing, EtheKwini Municipality (2004-March 2006) • Educator, Ilanga High School-Clermont (1996-2003) • Educator, Isizinda High School (2007) • Educator, Ziphathele High School (1993-1994)
16	<ul style="list-style-type: none"> • Matric at Grassy Park High School • Pre Primary Diploma at Intec College 	<ul style="list-style-type: none"> • Minister of Human Settlements • Member of Parliament Chairperson of Joint Standing Committee on Intelligence (2014-2016)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Toward a Postgraduate in Economics at the University of London • Current PHD student at Da Vinci Institute • Postgraduate Diploma in Engineering Business management at the University of Warwick • Magister Scientae in the Management of Technology/ Masters Degree at the Da Vinci Institute for Technology Management 	<ul style="list-style-type: none"> • Chairperson of Portfolio Committee on Higher Education and Training (2016 to date) • Committee member on Joint Parliament Finance Committee • Commissioner on the Magistrates Commission/ Appointment Committee • Cluster Convenor of the Peace and Stability Cluster • Member of Parliament served on Portfolio Committee of International Relations and Committee on Public Enterprises (2010-2013) • Advisor to the Minister of Water and Environment (2009-2010) • Member of Parliament (1999-2009)
17	<ul style="list-style-type: none"> • Matric at St John’s College (Umtata) in 1966 • BA Law at University of Lesotho in 1986 • Post Graduate Diploma in Intellectual Property Law at University of London in 1988 • Post Grad. Diploma-International Commercial Arbitration Law at University of London in 1990 • Summer School Course on “Selected Aspects of International Finance Law” at University of London in 1993 • Certificate on Government and Management at Institute of Public Administration in 1994 • Certificate of Admission as an advocate of the High Court of South Africa at High Court Umthatha in 1995 • Risk Assessment Training Course at Health & Welfare Sector in 2007 	<ul style="list-style-type: none"> • Member of Parliament (2014-) • Deputy Chairman of Parole Board (2012-2014) • Practicing Advocate – High Court of South Africa at Umthatha (1997-2012) • Legal Advisor (part-time)-Khanyisa Business Consultancy (1997-2012) • Eastern Cape Regional Head Investigator – Truth & Reconciliation Commission Managing the investigation Unit of the Eastern Cape- Planning and Directing investigation. (1996-1997) • Senior Legal Advisor – Premier’s Office, Eastern Cape (1994-1996) • Commercial Law Consultant – Central Business Consultant (UK) (1993-1994) • Deputy Director- Luthuli Education Trust (UK) (1989-1992)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Winning Public Sector Tenders at University of South Africa in 2006 • Khula Business Planning Program at UCT Graduate School of Business in 2005 • General Awareness Training-Financial Advisory & Intermediary Services Act at Khula Enterprise Finance in 2004 	<ul style="list-style-type: none"> • Clerk Ntshiqqa and Mupumlwana Attorneys at Law (1973-1976) • Administrator at Bible Society of South Africa (1969-1973) • Clerk at Department of Justice (Umthatha) (1967-1969)
18	<ul style="list-style-type: none"> • PHD in International Relations at Witwatersrand University. 	<ul style="list-style-type: none"> • South Africa's Ambassador to Eritrea (2012-2016) • Engaged in the process of developing the ANC International Relations Discussion Documents (2016-2018) & engaging key sector, including the EU Ambassadors group • Co-ordinating Drafter of the ANC National Conference International Relations NASREC Drafting Team and Member of ANC Policy Conference International Relations Drafting Team (2018) • ANC NEC Sub-Committee of International Relations Resource Person (2003-2018) • Chaired the ANC NEC Sudan Task Team (2010-2011) • Worked on the Horn of Africa since 2000. Published a book on the Horn. • Member of the ANC NEC International Relations Rapid Response Task Team (2010-2011) • Chief Rapporteur of the ANC's International Solidarity Conference (2012) • Founder of the African Ambassador's Council (AAC) in Eritrea (2013-2016) • Serves on the board of directors of the Institute for Global Dialogue • Received SSA Security Clearance

NO.	QUALIFICATION	WORK EXPERIENCE
19	<ul style="list-style-type: none"> • ND Chemical Engineering at Vaal University of Technology (1989-1993) • NHD-BTech (Chemical Engineering) at Vaal University of Technology (1994-1994) • M.Tech Degree (Environmental Management (Tshwane University of Technology • M.Eng Degree (Chemical Engineering) (North West University) (2015-2016) • PhD (Chemical Engineering (University of the Witwatersrand (2008-2013) • Post Doc Fellowship (Chemical Engineering (North West University) (2014-2017) • M.Eng Degree (Chemical Engineering) (North West University) (2015-2016) • PhD (Chemical Engineering (University of the Witwatersrand (2008-2013) • Post Doc Fellowship (Chemical Engineering (North West University) (2014-2017) 	<ul style="list-style-type: none"> • Educator at Tladi Technical High School (1982-1985) • Mine Sampler at Randfontein Gold Mining (1986-1988) • Chemical Analyst Trainee at Technical Services International (1989-1989) • Project Co-ordinator at Lethabo Power Station (1990-1991) • Senior Chemical Analysts at Lethabo Power Station (Lab) (1992-1994) • Assistance Section Chemist at Lethabo Power Station (1994-1996) • System Engineer at Lethabo Power Station (1996-1999) • Tech &Ops at Lethabo Power Station (1999-2000) • Environmental Officer (2001-2002) • Senior Systems Engineer at Lethabo Power Station (2002-2004) • Director at RTC Holdings (2005-2007) • Director (2010-2014) • Research Associate (2014-2017) • Research Associate at University of Johannesburg (2017 till date)
20	<ul style="list-style-type: none"> • Master of Arts: International Politics (Cum Laude) at Belgium and University de Paris X1 (Belgium) (2002) • Master of Arts: International Studies, University of Stellenbosch (2002) 	<ul style="list-style-type: none"> • Division Manager International Relations and Protocol at Parliament of the Republic of South Africa (2011-2015) • Acting Ambassador: Algeria & Western Sahara (2009-2010)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Bachelor of Library and Information Science, University of Western Cape (1997) • Lower Diploma in Library and Information Science, University of the Western Cape (1995) • Certificate on EU External Relations, Universite Libre De Bruxelles and Michigan State University, (Belgium) • Training Programme in the Theory and Practice of Conflict Management, ACCORD (1996) • Training Programme on Conflict Resolution, The Centre for Conflict Resolution, Foreign Service Institute (FSI) (2000) • Diplomatic Training Programme, Foreign Service Institute, Department of Foreign Affairs (2000) • Training on Conference Diplomacy and Multilateral Negotiation, (2006) • Solomon Mahlangu Freedom College, Tanzania (1986) • Certificate of Exemption, Committee of University Principal (1997) 	<ul style="list-style-type: none"> • Counsellor Political: Algeria & Western Sahara (2008-2009) • Deputy Director: Policy Research and Analysis (PRAU): Department of Foreign Affairs (2005-2008) • Third Secretary: South African Embassy: Belgium & Luxembourg and Mission to the European Union (2002-2005) • Foreign Service Officer: European Union : Europe Branch: Department of International Relation & Cooperation (1999-2001) • Tutor of Political Studies: University of Western Cape (1994-1996) • Residence Administrative Officer: University of Western Cape (1993-1993) • Assistant Administrative Secretary : Department of International Affairs of the African National Congress (ANC) in Lusaka, Zambia (1988-1990)
21	<ul style="list-style-type: none"> • Matric at Mehlomakulu High School, Herschel, Eastern Cape • B.Com Degree – University of Fort Hare and UNISA 	<ul style="list-style-type: none"> • Parliamentary Liaison Officer at the Department of Small Business Development (2014-2018) • Parliamentary Liaison Office at the Department of Public Service and Administration (2011-2013) • Council Member of Robben Island Museum(2010-2016) • Engen Petroleum Head Office and Oliver Service Station Owner (1991-2006) • Local government (1995-2006)

NO.	QUALIFICATION	WORK EXPERIENCE
22	<ul style="list-style-type: none"> • PhD in Social and Economic Transformation; LOGOS University • MSC on Social and Economic Transformation; University of Buckingham, UK • Degree in B Administration (UNISA) (incomplete) • Post Graduate Certificate: Labour Relations, Wits Business School • Post Graduate Certificate: Management and Advanced Programme; Wits Business School • Diploma in Marketing and Sales Management; Damellin College of Education • Diploma in International Development and Advanced Economic; CAW College, Canada • Diploma in Diplomatic Relations and Alternative Dispute Resolution; University of Florida, USA • Certificate in Role of people's Organization in Community and Nation Building; Israeli Centre for International Co-operation • Certificate in Role of people's Organisations in Community and National building (ICIC-Israel) • Diploma in Para legal & Conflict Management (Lawyers for Human Rights Centre) • Diploma in African Centre for Constructive Resolution of Dispute (conflict Management) • Diploma in Independent Mediation Service of South Africa (IMSSA) 	<ul style="list-style-type: none"> • Director, Trustee, Entrepreneur and Commercial Farmer in the North West Province (2011 to date) • Special Advisor in the Department of Basic Education (2010-2013) • CEO at African Institute for Social and Economic Transformation (2009-2010) • Director Operations at CIDA University (2004-2009) • Regional Manage at Pikitup (2000-2004) • Marketing Director at Khulani Springbok (1995-1998) • Executive Director at SA Peace Corps (1995-1997) • Coordinator Peace Desk / Organizer at African National Congress (1990-1995)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • President-Transvaal & National Executive Committee Member at MWUSA later called SAMWU (1985-1995) • Senior Admin Officer (Housing) at Soweto City Council (1984-1987)
23	<ul style="list-style-type: none"> • Current doing Postgraduate Diploma in Public Management at North West University • Advanced Diploma in Public Administration completed 2017 – University of the Western Cape • Higher Certificate in Economic Development 2016 The University of the Western Cape • Studied UNISA doing BA in International relations and diplomacy - incomplete • B admin, University of Western Cape (1996) incomplete • African Politics: UNISA (1995) • Matric: Ikamva Lethu Finishing School, Langa 1992 	<ul style="list-style-type: none"> • Currently working as a Provincial Political Education Coordinator – ANC Western Cape since 2012 • Facilitation and training skills: Have been part of the ANC Provincial Political Education and Training Unit since 2000. Responsible for training ANC branches and members on elections and conference preparation • Former Provincial Organising Secretary responsible for coordination of ANC programs in the province since 2005 till 2012 • Administration: Worked as the Regional Administrator (1994 – 2000) and Provincial Membership Officer for ANC (2000 – 2005) • Leadership: Served the ANC as branch secretary and sub-regional secretary. Served at regional executive committee of the ANCYL
24	<ul style="list-style-type: none"> • Bachelor of Arts, University of South Africa (2012) • Diploma in Accounting and Financial Management at Wits Business School (1997) 	<ul style="list-style-type: none"> • Parliamentary Constituency Office Coordinator at Johannesburg South Constituency office; (2007 to date) • National Organiser and Campaigns Co-ordinator at ANC Head Office (1992-2007)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Diploma in Human Resources Management, Birnam Business College (1999) • Diploma Marketing and Communication, Birnam Business College (2001) • Diploma in Management and Planning; Damelin College-Braamfontein (2004) • Matric at City Deep College (1989) 	<ul style="list-style-type: none"> • National Peace Liaison Officer at Congress of South African Union Head Office (1989-1992) • Crown National FAWU Shop Steward at City Deep, Johannesburg (1984-1988)
25	<ul style="list-style-type: none"> • Enrolled at Orlando West High School • Diploma in Teaching at Wilberforce College (1963) 	<ul style="list-style-type: none"> • Worked for several market research companies including Markinor <ul style="list-style-type: none"> • 1970 worked voluntarily under the leadership of Ma Sisulu • 1984/85 was recruited by Ma Sisulu to join FEDTRAW and worked as an organiser. • Worked at Shell House as a Logistic Officer for ANCWL • In 2000 became an ANC PR Councilor in Ward 106 • 2006 Joined the ANCWL as an Organiser • In 2012 was deployed as a Member of Parliament until 2014
26	<ul style="list-style-type: none"> • Matriculation Certificate at Indana Seminary (1982) • Bachelor of Commerce at University of Zululand (1987) • Bachelor of Commerce (Honours) at University of Zululand (1988) • Certificate in Training at Rands Afrikaanse University (UJ) (1992) • Certificate Program in Accounting, Control & Finance at University of Witwatersrand Graduate School of Business Administration (1994) 	<ul style="list-style-type: none"> • Founder and Managing Director of KWA Business Solutions PTY, (2015 to date) <ul style="list-style-type: none"> • DDG, office of the Premier (KZN) (2014-2015) • Consul General of South Africa at Mumbai (2005-2010) • KWA Director: Business Solutions/Recruitment Consultancy (2004-2005) • Trade Marketing Manager/Category Channel Manager (2002-2004) • Self Employed as Entrepreneur (Market Research/Business Solutions (2001) • Channel Marketing Manager at Coca-Cola SA Pty (2000-2001)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • National Key Account Manager at Coca-Cola SA Pty (1997-2000) • Assistant Channel manager at Coca-Cola SA Pty (1996-1997) • Sales Rep at SAB Ga-Rankuwa (1994-1995) • Sales & Distribution Training Controller at SAB Ga-Rankuwa (1991-1993) • Marketing Trainee at SAB Ga-Rankuwa (1989-1990) • Vacation Job: Data Capturer at Hudson & Knight (1987) • Temporary Teller at Perm Building Society (1986)
27	<ul style="list-style-type: none"> • BA, University of Zululand, 1996 • Certificate of Competency in Diplomacy, DIRCO Training Division, 1993 	<ul style="list-style-type: none"> • Worked at Department of International Relations & Cooperation for 24 years(unbroken) 1992-2016 • Senior English Teacher, Department of Education & Training (1987-1991) • Tour Guide at Holiday Inn in Durban (1982-1983)
28	<ul style="list-style-type: none"> • SAQA Certificate of Evaluation, 2014 • Criminology & Psychology Diploma (POLICE), 2013/2014 • Professional Investigation Management- INAB, 2012 • Race and Ethnicity, Trinity College, Dublin, 2011 • Train the Trainer, Security Institute of Ireland, 2010 • Train the Trainer-Anti Racism and Diversity Training –Irish Aid/ Africa Centre, 2009 • Train the Trainer-Intercultural Training –NCCRI, 2007 • Certificate in Safety, Health and Welfare at Work, University College, Dublin, 2006-2007 	<ul style="list-style-type: none"> • Managing Direct at Gary Melowcy Security Services (2016 – Current) • Estate Agent at Leader Homes (2015-2016) • Part Time Safety Consultant at Trencon Construction (2015-2016) • Eerste Training Services (Ireland) – Owner (2008-2014) • Security Manager/Health & Safety Consultant at Manguard Plus Services, Ireland (2010-2014) • Security Office (2001 – 2008) • Security Operation Manager at Fourways Mall (1997-2001) • Security Supervisor at Holiday Inn, Gardens Court (1995-1997)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Static and Patrol, Door Supervisor Course-SII, 2006 • Certificate in Delivering Learning, Belfast College, 2006 • Safety Awareness Course, 2005 • Manual Handling course, 2004 • Diploma Security Management 1st Class, Damelin Management School, 1999 • Certificates Grades A and B, 1998 • Security Training Course, Mafikeng Security Force Training Services, 1987 	<ul style="list-style-type: none"> • Surveillance Supervisor at Sun International Casinos (1998-1994) • Security Guard at Profound Property Services (1987-1988)
29	<ul style="list-style-type: none"> • Post-doctoral fellow in International Relations, University of Johannesburg, 2011 • PhD International Relations, University of Cambridge, 2010 • MPhil International Relations, University of Cambridge, 2007 • BA (Honours) International Relations, University of Witwatersrand, 2006 • BA Sociology & International Relations, University of Witwatersrand, 2005 • BUri Law (not Completed, University of the North (Turfloop) 1992-1995 	<ul style="list-style-type: none"> • Executive Director of Kelello Consulting (2018 – currently) • Senior Director of Division for Internationalisation, UJ (June 2018-Dec 2018) • Executive Manage at Johannesburg City Parks & Zoo (2013-2018) • International & Stakeholder Relations Manager in Executive Mayor’s office (2014-2015) • Associate Researcher / Lecture (2013- present) • Research Associate at Getti Mercorio & Associates (2000-2002) • Executive Assistant to the Director at South African Qualifications Authority (1999-2000) • Executive Assistant to the President & Ex-officio Member of the National Executive Committee, ANC Youth League (1997-1999)
30	<ul style="list-style-type: none"> • Master of Business Administration (MBA) – Buckinghamshire Chilterns University College. 	<ul style="list-style-type: none"> • Director Thando Trading Pty Ltd (2015)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Post-Graduate Diploma in Management Studies – Buckinghamshire Chilterns University College • Post Certificate in Management Studies – Buckinghamshire Chilterns University College • Bachelor of Laws (LLB), University of South Africa • Executive Course in Defence Management, University of Witwatersrand • Diploma in Technical Education (Business Studies), Addis Ababa University • Joint Staff Course (Strategic Management Programme, South African Defence College • Senior Command And Staff Course, South African Army College • Operational Intelligence and Advanced Defence Intelligence Courses, South African Defence Intelligence College 	<ul style="list-style-type: none"> • Chairman at ARMSCOR (2013-2015) • Started a consulting company and appointed as the Special Advisor to the Minister of Defence and Military Veterans (Part-time) (2010-2012) • Early Retirement from the South African National Defence Force (2009) • Appointed Chief of Defence Intelligence with promotion to the Lt General, and member of Defence Staff Council and Military Command Council. Served on the Board of Directors of Infoplan Pty Ltd until it was incorporated into SITA (1998) • Served as Deputy Chief of Defence Intelligence with the rank of Major General and became a full member of the National Intelligence Co-ordinating Committee (1997-1998) • Integrated into SANDF and Served as Director of Directorate Southern Africa in Defence Intelligence (1994-1997) • Served as Chief of Military Intelligence of Umkhonto weSizwe armed wing of the African National Congress of South Africa and member of the High Command (1991-1994) • Arrived from exile for negotiations, served as Military Advisor to the ANC negotiations team-General Joe Modise and also acted as the ANC Youth League’s Political Education Officer.
31	<ul style="list-style-type: none"> • Master of Arts in International Relations/War Studies RMC, Canada, 1995-1997 • Bachelor of Arts Honours in Political Science, Queen’s University, Canada, 1991-1995 	<ul style="list-style-type: none"> • Independent Media, south Africa Group Foreign Editor, 2015 – till date • International Affairs Consultant, Freelance Writer, (2013-2014) • Director at Department of Home Affairs, Pretoria (2012) • International Affairs Columnist at New Age Newspaper (2010-2011)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Program Manager for the Middle East and East Africa at National Intelligence Coordinating Committee, Pretoria (2006-2009) • Specialist on Conflict in Africa and the Middle East at Presidential Support Unit, Pretoria (2005) • Director: International Relations and Trade in The Presidency (2004) • Deputy Director at Institute for Global Dialogue (2002-2004) • Programs Coordinator at African Centre for the Constructive Resolution of Disputes (ACCORD) (2001) • Policy Adviser on Africa in the office of the Secretary of State for Africa and L.America, Canada (1999-2000) • Political Consultant at Doctors Without Borders (1999) • Africa Programme Officer at Parliamentary Centre, Canada (1998-1999) • Research Associate at Institute for Global Dialogue (1998) • Program Officer for the International Peace and Security Cluster at United Nations Staff College, Italy (1997-1998)
32	<ul style="list-style-type: none"> • M.Phil in SA Politics, University of Port Elizabeth, 2000 – 2001 • Master in Economic History, University of Natal, 1984 - 1985 • Honours in History and Political Science, University of Durban Westville, 1983 • Bachelor of Arts, University of Durban-Westville, 1980 - 1982 	<ul style="list-style-type: none"> • Head of Strategy and Communications at Banking Association SA (2017 – till date) • Was on an unpaid sabbatical to complete PhD. Consulted for Health eNews, Armscor and MISTRA (2016) • Director Operations at Mapungubwe Institute (2013 – 2016) • SA Ambassador to the United Arab Emirates (2008 -2012) • SA Ambassador to Oman (2003-2008) • Director, Public Affairs Division at Meropa Communications (2002 – 2003) • Deputy Director-General at GCIS (1998 – 2002) • General Manager at Armscor (1993 – 1998)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • African National Congress (exile) (1985 – 1993) • Department of Information and Publicity of the ANC (1990 – 1993)
33	<ul style="list-style-type: none"> • Women and Law Certificate, University of South Africa, 1995 • BA Degree in Nursing Science, UNISA, 1992 • Midwifery Diploma, Shongwe Hospital Nursing School, 1985 • General Nursing Diploma, Themba Hospital Nursing School, 1983 	<ul style="list-style-type: none"> • Member of Parliament (2014 – till date) • Member of Parliament (2004-2009) • Member of Parliamentary Legislature (1994-1999) • Chief Professional Nurse at Transvaal Provincial Administration (1990 – 1994) • Senior Professional Nurse at Embhuleni Hospital (1987 – 1989) • Professional Nurse at Emthonjaneni Clinic (1986 – 1987) • Professional Nurse at Ermelo Hospital (1983 – 1984)
34	<ul style="list-style-type: none"> • Master of Science at Buckinghamshire Chilterns University College, UK, 1998 – 1999 	<ul style="list-style-type: none"> • Permanent Member of the NCOP (2014 – 2019) • Stakeholder Relations Management Unit at SARS (2011 – 2013) • Deputy Chairperson of the Charities Distribution Agency at National Lotteries Board (2011 – 2014) • Deputy General Secretary at SACC (2006 – 2011) • Head of Department at SACC (1994 – 2006) • Programme Director at SACC (1992 – 1994) • Field Worker, Resource Officer and Programme Facilitator at SACC (1986 – 1990)
35	<ul style="list-style-type: none"> • Bachelor of Arts Degree, University of Cape Town, 1976 • American Field Service Scholarship Cultural Exchange to the USA, 1972 - 1973 	<ul style="list-style-type: none"> • Non – Executive Director at Sibanye Gold Limited (2013 – till date) • Member of the National Council of the SA Institute for International Affairs (2014 – till present) • Chair, Inclusive Society Institute (2019 – till present) • Member of Parliament (1996 – 2013)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Deputy Minister of International Relations and Cooperation (2004 – 2010) • Executive Assistant: Open Society Foundation for SA (1993 – 1995) • Participant in Mont Fleur Scenario planning Exercise (1991 – 1993) • Coordinator, Black Sash Advice Office (1988 – 1991)
36	<ul style="list-style-type: none"> • MA Degree from Carleton University, Ottawa Canada • Bachelor's Degree from the National University of Lesotho • Diploma in Public Relations • Diploma in Organisation Development and Strategic Management. • Certificate in Coaching Skills • Certificate on Corporate Governance and Board Effectiveness from Institute of Directors of Southern Africa 	<ul style="list-style-type: none"> • Executive Director of MaxiTRade • Non-Executive Director of BMW, SA • Non- Executive Director of SA Express Airways • Director of the Valuator Advisory • Chairman of First Mayibuye Holdings • Founder member of Nozala Investments • Member of the Human Resource Committee of Financial Intelligence Centre
37	<ul style="list-style-type: none"> • Matriculated (first class) 1966 • BSC Town and Regional Planning, University of Witwatersrand (incomplete, 13 credits), 1968-1971 • National Certificate in Commercial Horticulture, Somerset College of Agriculture and Horticulture • BA (Sociology and Geography, University of South Africa 	<ul style="list-style-type: none"> • Worked in Britain in various agricultural and horticultural enterprises (1972-1975) • Taught pilot syllabus of Schools Agriculture Scheme in Swaziland (1976-1978) • Assisted in the establishment and development of the School of Appropriate Farm Technology (SAFT). Held posts of Education Co-ordinator, Deputy Project Co-ordinator and Project Co-ordinator (1979-1983) • Worked for Department of Agricultural Technical and Extension Services (Agritex) in Zimbabwe (1983-1986)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • D.Phil, University of Zimbabwe Current rating by the National Research Foundation: B1 	<ul style="list-style-type: none"> • Research Fellow in the Centre for Applied Social Science, University of Zimbabwe (1986-1990) • Lectured in Department of Anthropology, University of the Western Cape (1991- 1995) • Established and directed programme for Land and Agrarian Studies (1995-2009) • Chair of Development Management in the School of Government (1998 • Promoted to Senior Professor (2006) • Awarded a DST/National Research Foundation Research Chair in Poverty, Land and Agrarian Studies (2009) • DST/National Research Foundation Research Chair in Poverty, Land and Agrarian Studies (2014)
38	<ul style="list-style-type: none"> • Negotiation skills for the World of Work, International Training Centre (ILO), 2015 • Post Graduate Diploma: Labour Law, UJ, 2013 • Certificate-Labour Law, UJ, 2010 • Certificate-Labour Relations Management, UNISA, 2005 • Leadership Development, University of the Free State, 2013 • Strategic Management, UNISA, 2014 	<ul style="list-style-type: none"> • Collective Bargaining Office, NEHAWU (2015-present) • Procurement Officer, Department of Social Development (1977-2006) • Leveton Boner chartered Accountants, Administrative Officer (1991-1997)
39	<ul style="list-style-type: none"> • Bachelor of Law, University of Fort Hare • Bachelor of Law (LLB), University of Fort Hare • Master of Philosophy, NMMU 	<ul style="list-style-type: none"> • Managing Member, Tshantaswa Development Services (2006-present) • City Manager – Buffalo City Municipality (2001-2006) • Head – NCOP, Eastern Cape Legislature (1998-2001) • Legal Advisor – Legislation, Eastern Cape Legislature (1997)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> Trust Office, Standard Bank (1994-1996)
40	<ul style="list-style-type: none"> Senior Teachers Diploma, Ndebele College of Education Higher Education Diploma, Rand Afrikaans University BED in Education, Training and Development Masters in Psycho Educational Programme, Rand Afrikaans University PHD Psychology of Education 	<ul style="list-style-type: none"> Deputy Director General, Department Military Veterans (2016-present) Deputy Director General, Governance and International Relations Chief of Staff, Department of Public Service and Administration Acting DDG- Labour Relations and Remuneration Service, Department of Public Service and Administration Head of Department, Collective Bargaining and Training and Development Senior Personnel Practitioner, SAPS
41	<ul style="list-style-type: none"> Master of Management (Security), WITS, 2016 MPhil Social Science Methods, University of Stellenbosch, 2010 LLB, UNISA, 2010 BA Political Science, UNISA, 2011 BA (major Government, Economics), 1991 PGD (SRM), University of Stellenbosch, 1997 	<ul style="list-style-type: none"> Provincial head, Directorate for Priority Crime Investigation (2016-present) Chief Director: Integrity Management Unit, National Prosecuting Authority (2012-2014) Director: Enforcement, National Prosecuting Authority (2004-2012) Director: Monitoring and Analysis, Secretariat of Safety and Security (2000-2004) Director: Research and Voter Education, IEC (1996-1998) Monitoring Officer, Provincial Parliamentary Monitoring, Institute for Democracy in South Africa (1996) Researcher: Centre for Constitutional Analysis, Human Science Research Council (HSRC) (1994-1995)
42	<ul style="list-style-type: none"> BA, University of North, 1992 MPA, University of Pretoria, 1999 	<ul style="list-style-type: none"> Member and Senior Consultant, Bokatuma Group Managing Director, Power Blast Corrosion Protection Regional Commissioner (Limpopo, Mpumalanga, North West), Department of Correction Services (2011-2014)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Chief Deputy Commissioner, Department of Correctional Service (2007-2011) • Deputy commissioner (Chief Director) Human Resource, Department of Correctional Services (2003-2007) • Head of Ministerial Services (Chief of Staff), Department of Correctional Services (2000-2003) • Corporate Planning, (1999-2000) • Director: Human Resource Department, (1997-1999)
43	<ul style="list-style-type: none"> • Labour Law Doctorate, Nelson Mandela Metropolitan University(NMMU) • Post Graduate Diploma in Practical Labour Law, NMMU • Masters in Labour Law, NMMU • Master Public Administration, University of Pretoria • BHons Public Administration, University of Stellenbosch • Certificate Course in Labour Law, University of Cape Town • International Computer Driving Licence, iThemba Labs • Advances Certificate in Education, University of Cape Town • Higher Diploma in Education, University of Western Cape 	<ul style="list-style-type: none"> • General Secretary (Accounting Officer), Education Labour Relations Council (2013-present) • External Examiner/Moderator, NMMU (2015-present) • Online Teaching Assistant, UNISA (2018) • Senior Collective Bargaining & Communication Services, Labour Relations Council (2005-2012) • Deputy Principal, Manyano Technical High School (2005) • HOD: English & Afrikaans, Manyano Technical High School (2003-2004) • Junior Recruitment Consultant, Bridgena Barnard personnel Agency (1999)
44	<ul style="list-style-type: none"> • Masters in Project Management, The George Washington University (2003-2004) • Doctor of Philosophy in Chemistry, University of London (1975-1979) • Exchange Student, University of Maiz (1973-1975) 	<ul style="list-style-type: none"> • Divisional Executive Operations, NECSA (2014-2017) • Strategy Manager, NECSA (2000-2014) • Marketing Manager, NECSA (1995-1999)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • BSc Honors Chemistry, University of Fort Hare (1969-1972) 	<ul style="list-style-type: none"> • Senior Manager: RDP, NECSA (1994-1995) • Chief Scientist, CECSA Research and Development (1992-1994) • Senior Lecturer and Head of Department of Chemistry, University of Swaziland (1989-1992) • Lecturer, University of Swaziland (1981-1989) • Post-Doctoral Research, University of Surrey (1979-1981)
45	<ul style="list-style-type: none"> • BSc Mechanical Engineering • MBA 	<ul style="list-style-type: none"> • Managing Director, Thulanda Consultants (2013-current) • Operations Director, Intershore Africa (Pty) Ltd (2011-2013) • Executive Manager, Igoda Projects (Pty) Ltd (2010) • Construction Manager, Kellogg Brown & Roots (2009-2010) • Technical Director and Shareholder, Fraser Chalmers Siyakha (Pty) Ltd (2004-2009) • Branch Manager, Protekon (2003-2004) • Maintenance Engineer, SAPREF (2001-2003) • SAPREF: Hydrocarbon Accounting Manager (1999-2001) • Design Engineer, Sasol (1996-1999)
46	BA Social Work	<ul style="list-style-type: none"> • Chief Director for Transformation Policies and Programmes, Department of Public Service and Administration • Social Work (1971-1990)
47	<ul style="list-style-type: none"> • Doctoral Degree, Gordon Institute of Business Science (2015-2019) • Global Executive Development Program (2012) • Advanced Strategic Management ,IMD • IRSMI Management Development Program, University of France (2008-2009) • Finance for Non-Finance Programme, Wits Business School, GIBS (2007) 	<ul style="list-style-type: none"> • Secretary General/CEO, PMAESA (2015) • General Manager, Transnet Freight Rail (2012-2015) • Deputy General Manager, Transnet Freight Rail (2008-2012) • Area Production Manager, Transnet Freight Rail (2007-2008) • Business Unit Executive, Transnet Port Terminals (2004-2007)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Masters in Business Administration (2004) • Transnet Executive Women Development Program; Operations & Logistics Management, GIBS (2001) • Management Advanced Program, Wits Business • Bcom (1999) • Diploma Geology ,Wits (1994) 	<ul style="list-style-type: none"> • Operational Transformation, Transnet Corporate Office (2001-2004) • Manager- Training Development, Apron Service 2000-2001) • Shift Control Officer, Apron Control (1996-2000)
48	<ul style="list-style-type: none"> • MSc Engineering, UCT (2003) • BSc Engineering, UCT (1998) • BSc Honors, University Transkei (1994) • BSc, University of Transkei (1990) • Diploma Teachers College (1987) 	<ul style="list-style-type: none"> • Technical Director-Electricas (Owner): Yanga-Lunga Engineering • Senior Electrical Engineer: SNC Lavalian • Senior Electrical Engineer, ThyssenKrupp Uhde • Project Engineering Manager, Gold Fields International Mining SA • Consultants: Electrical Engineering, Gold Fields International Mining SA • Project Engineer, Pebble Bed Molecular Reactor • Engineering Technical Advisor • Senior Engineer, SAA • Engineer, Eskom
	<ul style="list-style-type: none"> • BSc Hons: Applied Social Science (Information & Communication), 1992 • National Diploma, Librarianship (1987) • Post Graduate Certificate: Management of Information and Communication Policy (1998) • Diploma IT Management for Government (1999) 	<ul style="list-style-type: none"> • Chief Director: Research & Policy Development, Department of Women, Children & People with Disabilities (2011-2016) • Director: Information Management, Department of Correctional Services (2006-2011) • Director: Information & Knowledge Management, National Department of Social Development (2002-2006) • Librarian, Solomon Mahlangu Freedom College (ANC) (1983-1989) • Deputy Director: Researcher GPL (1997-2002) • Law Librarian, Legal Resource Centre (1992-1996) • Documentation Officer, TRC (1996-1997)
50	<ul style="list-style-type: none"> • Master of Business Leadership, UNISA (2009) 	<ul style="list-style-type: none"> • CEO, Them bani International Guarantee Fund (2013-present)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • BCom Accounting, University of Swaziland (1991) 	<ul style="list-style-type: none"> • Executive Manager: Finance Liso Consulting (Pty) Ltd (2013-2008) • CFO, Swaziland Environment Authority (2007-2008) • Techno Serve, Business Plan Competition Manager (2006) • Swaziland National Provident Fund (1999-2006) • Accountant, Kharafa Trading Pty Ltd (1996-1999) • Articled Clerk, Fisher Hoffman Stride/PFK (1993-1996) • Teacher, Swaziland Service Teaching Commission (1992-1993)
51	<ul style="list-style-type: none"> • Teachers Diploma, Johannesburg College of Education (1975) • MPhil, University of Stellenbosch (2011) • PHD in Ethics, UNISA(2014) 	<ul style="list-style-type: none"> • Member of Interim Advisory Panel Researcher/Mainstreaming HIV and AIDs into Curriculum, Government • Head of Secretariat, National Rapid Response Task Team • Managing Director, Greenhills Projects • Exams/Curriculum Development/ Monitoring and Evaluation/Research/Assessment • Project Manager, IEB • Coordinator Foundation Phase, BMW • Head Teacher, House of Delegates • Teacher, House of Delegates
52	<ul style="list-style-type: none"> • Certificate in Business Studies University of Swaziland (1973) • Diploma, Institute of Administration & Commerce SA(1974-1975) • Licensed Accountant in Practise, Lesotho Institute of Accounting & Auditors • Accountant Technician, Polytech, Zimbabwe Institute of Accounting Technicians • Diploma Municipality Management Development Program, UP (2003-2004) • Post Degree Diploma in Management, Buckinghamshire University College (1998-2000) 	

NO.	QUALIFICATION	WORK EXPERIENCE
53	<ul style="list-style-type: none"> • MBA, Macosa (incomplete) • Masters of Development Management, PUK • BA Honors Public Management and Governance, PUK • BCom Industrial Psychology and Management • Certificate in International Programs for Development Evaluation Training (IPDET), Carleton University • Executive Leadership Development Program (ELMDP), UP • Certificate in Strategic Management and Leadership Development, GIMT • Certificate in Applied Project Management, Potchefstroom Business school • Certificate in Project Management, ProjektStyrning Sweden • Certificate in Organisation and Work-Study, Technikon Pretoria 	<ul style="list-style-type: none"> • Public Service Commissioner, PSC (2012-2017) • Head of Public Liaison and Presidential Hotline, The Presidency RSA (2011-2012) • Special Advisor to the President, The Presidency RSA (2010-2011) • Executive Mayor, Mahikeng Local Municipality (2006-2010) • Key Accounts Manager HR, Department of Justice and Correctional Service (2002-2006) • Senior Training Officer, Department of Justice and Constitutional Development (1998-2001) • Consumer Manager Trainee, Standard Bank (1997-1998) • Human Resource Tutor, Standard Bank (1994-1996) • Training Officer, The Department of the Auditor General (1992-1994) • Assistant State Auditor, Department of the Auditor General, (1989-1992)
54	<ul style="list-style-type: none"> • BA (Political Science and Public Admin), University of KZN, 2007 • Masters in Public Administration, University of KZN, to complete in 2019 	<ul style="list-style-type: none"> • Researcher at the Office of the Speaker (2016 – currently) • Project Manager at Services SETA (2013-2015) • National Organiser at African National Congress (2009-2013) • Intern(project management) (May 2008) • Orientation Administrator at University of KZN (2006) • University Student Tutor at University of KZN (2005)
55	<ul style="list-style-type: none"> • Bachelor of Arts, Nelson Mandela University, to graduate in April 2019 	<ul style="list-style-type: none"> • Service Delivery Manager –Early Warning System at Siyakha Isizwe Trading (2016-2018)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> Higher Certificate in Public Management, Regenesys Business School 	<ul style="list-style-type: none"> Administrator at Department of Trade & Industry (2014-2015) Administrative Officer at the University of Cape Town (2008-2011)
56	<ul style="list-style-type: none"> Matric National Diploma in Public Management, Capricorn TVET College, 2018 	<ul style="list-style-type: none"> Member of Mayoral Committee at Capricorn District Municipality (Currently) Service Delivery Manager at Siyakha Enterprise (2016-2017) Office Attendant at Department of Transport (2014-2016) Provincial Office Manager at POPCRU Mpumalanga (2006-2009)
57	<ul style="list-style-type: none"> Currently pursuing MBA, Wits Business School Bcom (Hons) Accounting Sciences, University of Pretoria BCom Accounting Sciences, University of Pretoria 	<ul style="list-style-type: none"> CEO (2017-Currently) Chief Financial Officer at NYDA (2014-2017) Manager: Public Sector Specialist at KPMG (2013) Accountant and Supervisor, KPMG (2011-2012) Academic lecturer at the University of Pretoria (2010)
58	<ul style="list-style-type: none"> Matric BSc- Environmental Science, University of Limpopo, 2010 	<ul style="list-style-type: none"> Managing Member at Seteshe Group (2016-currently) Environmental & Safety Officer at Gudani Consulting (2012-2016) Assistant Environmental Officer at Gudani Consulting (2010-2012)
59		
60	<ul style="list-style-type: none"> Matric Intermediate End-User Computing, MASS Computer Training, 2014 	<ul style="list-style-type: none"> Receptionist at Nematswerani Legal Chambers (2016-2017) Financial Manager at Alu and Tondi Finance (2015-2016) Financial Advisor at Metropolitan Life (2014-2015) Admin Clerk at Masana Financial Services (2009-2013)
61	<ul style="list-style-type: none"> Matric B.Comm Honours (Strategic Marketing), University of Limpopo, 2000 	<ul style="list-style-type: none"> CEO at Lightserve Investment (2014-current) Field Sales Manager at Smollan Group (2002-2013)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • B.Com Business Management, University of Limpopo, 1999 	<ul style="list-style-type: none"> • CEO at Molite Holding (2012-2013) • Managing Director at Bushbuckridge Agro Processing Hub (2009-2012) • Chief Operating Officer at Indalo Fleet Solutions (2007-2009) • Consumer Development Representative at SABMiller (2003-2007)
62	<ul style="list-style-type: none"> • Matric • BTech Information Technology (Software Development), Tshwane University of Technology 	<ul style="list-style-type: none"> • Managing Director at BOBO IT Solution & Projects (2017-currently) • Technical Support Specialist at Right to Care (2014-2016) • Helpdesk Analyst at Right to Care (2012-2014) • Temp Assistant Fixed Asset Controller at Right to Care (2012) • Cleaner at Transnet (2008)
63		
64	<ul style="list-style-type: none"> • Matric • BTech Marketing, Tshwane University of Technology, 2014 • National Diploma in Marketing, Tshwane University of Technology, 2013 • National Senior Certificate, Northern Academy 	<ul style="list-style-type: none"> • Marketing Support Assistant at SANLAM (2017-current) • Training/Events Coordinator at SANLAM (2017) • Sales Support(Intern)(2016-2017) • Student Assistant, Marketing and Communication at Tshwane University of Technology (2012-2013)
65	<ul style="list-style-type: none"> • Matric • Master of Business Administration, GIBS- University of Pretoria, 2009 • Post Graduate Diploma in Business Administration, GIBS- University of Pretoria, 2007 • BSc (Hons) Geology, University of Western Cape, 2001 	<ul style="list-style-type: none"> • Founder and Managing Director of Esethu Consulting (2009-current) • Head: Business Sustainability at ABInBev (Former SABMiller) Africa (2015-2017) • Sustainable Development Executive at SAB (2011-2014) • Group Sustainability Manager at Oceana Group Limited (2010-2011)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • BSc, University of Western Cape, 2000 	<ul style="list-style-type: none"> • Divisional Manager: Environmental and Social Risk at Marsh(Pty)Ltd (2008-2009) • Direct: Policy coordination & Stakeholder Management at Department of Water and Environmental Affairs (2006-2008) • Various Technical Roles at Department of Water and Environmental Affairs (2002-2006)
66		<ul style="list-style-type: none"> •
67		<ul style="list-style-type: none"> •
68	<ul style="list-style-type: none"> • Matric • Diploma in Public Procurement and Supply Chain Management, University of SA • National Certificate in Public Procurement and Supply Chain Management, Peninsula University of Technology, 2004 • Retail Business Management, Cape Peninsula University of Technology, 2005 	<ul style="list-style-type: none"> • Asset controller at Western Cape Education Department, (2011-current) • Manager in Deputy Mayor's Office, Biou Local Municipality (2018) • Library Assistant at Knysna Municipality (2007-2011) •
69	<ul style="list-style-type: none"> • Matric • Masters of Laws in Corporate law, University of South Africa, 2013 • LLB, University of Limpopo, 2009 • Computer literacy certificate, University of Limpopo, 2006 	<ul style="list-style-type: none"> • Researcher & Speech writer to the Premier of Limpopo (2013-current) • Legal Advisor at Capricorn District Municipality (2011-2013) • Mayoral Support Coordinator at Capricorn District Municipality (2009-2011)
70	<ul style="list-style-type: none"> • Matric • National Diploma in Accounting, Durban University of Technology, 2011 • Post Graduate Diploma in Education, University of South Africa, 2016 	<ul style="list-style-type: none"> • Finance Intern at Umlazi Municipality (2018) • Financial Advisor at SANLAM (2016-2018) • Branch Consultant at FNB (2014-2016)

NO.	QUALIFICATION	WORK EXPERIENCE
71	<ul style="list-style-type: none"> • Matric • Doctor of Philosophy, University of KwaZulu Natal, 2016 • Master of Social Sciences, University of KwaZulu Natal, 2013 • Bachelor of Art Honours, University of KwaZulu Natal, 2012 • Bachelor of Social Sciences, University of KwaZulu Natal, 2011 	<ul style="list-style-type: none"> • Lecturer (2014-current) • Chairperson and Coordinator: International & Public Affairs Cluster Higher Degrees Committee (2017-2018)
72	<ul style="list-style-type: none"> • Certificate in International Governance, 2005 • Higher Diploma in Education, University of the Western Cape, 1992 • Bachelor of Arts, University of the Western Cape 	<ul style="list-style-type: none"> • High Commissioner accredited to the Republic of Kenya and United Nation Environmental Program and United Nation Habitat Program (2015 – 2019) • High Commissioner of the Republic of South Africa to the Commonwealth of Australia (2011 – 2014) • Member of the Provincial Parliament and Spokesperson for Public Works and Transport (2009 -2010) • Member of the Standing Committee on Finance and Public Account, Western Cape Provincial parliament (1999 – 2009) • Administrator at the African National Congress, Provincial Office, Western Cape (1992 – 1994) • Member of
73	<ul style="list-style-type: none"> • Master of Science in Finance, University of London, 2017 • Post Graduate Diploma in Finance, University of London, 2015 • BaCur. Degree, UNISA, 1993 • Psychiatric Nurse Diploma, Tara Hospital • Midwife Diploma, Marianhill Hospital, 1981 	<ul style="list-style-type: none"> • Parliament Committees: Standing Committee on the Auditor General of SA (2014 - 2019) • Standing Committee on Finance(2009- 2014) • Member of the Committee on the Public Service and Administration • Member of the Committee on the Monitoring, Evaluation and Planning (The Presidency)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • General Nurse Diploma, Benedictine Hospital, 1977 	
74	<ul style="list-style-type: none"> • Bachelor of Commerce, University of the North • Course in Fundamentals of Banking and Risk Management (NQF L 5), UNISA • Program in Banking (NQF L6), UNISA • Currently doing Masters at Wits University 	<ul style="list-style-type: none"> • Senior Manager at Construction Education Training Authority (2019 till date) • Limpopo Province Manager at Construction Education Training Authority (2012 – 2017) • Acting Specialist: Contract Management Unit at Construction Education and Training Authority (2017) • Acting Gauteng Provincial Coordinator at Construction Education and Training Authority (2015 – 2016) • Stakeholder management and Liaison at Ministry of Higher Education and Training (2011 – 2012) • Stakeholder and Media Liaison Officer at Limpopo Legislature (2010) • Deputy Chairperson at Limpopo Youth Commission (2004 -2009) • Community Liaison Officer at Department of Health and Social Welfare (2004)
74b	<ul style="list-style-type: none"> • Local Government Finance Management, Belgravia Institute of Management • Local Government Human Resource Management, Belgravia Institute of Management • Local Government performance Management • Local Economic Development • Integrated Development planning • Managing projects, Contract and Consultant • Certificate of Competence in Councillor Development practice 	<ul style="list-style-type: none"> • Chairperson of Teenage Against drugs and alcohol abuse (2003-2005) • Secretary of Home based care, HIV and Aids awareness group (2005 – 2006) • Member of Dithakong integrated energy centre (2005 – 2006) • Member of Moshaweng Youth Council (2005 – 2006) • Leader of Anglican church youth

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Certificate in Local Government Law and Administration, University of Fort Hare 	
75	<ul style="list-style-type: none"> • Masters degree in Public Administration, University of Pretoria • BA degree in Social Work, University of the North • Certificate in Business Management, Damelin College • Certificate in Economics and Public Finance, UNISA • Certificate in Governance and Leadership, University of Witwatersrand Business School 	<ul style="list-style-type: none"> • Chairperson of the Standing Committee of Appropriations (2015-2019) • Parliamentary Budget office and PBO Advisory Board Member (2015 – 2019) • MEC for Department of Economics, Environment and Tourism (2013 – 2014) • MEC for Finance (2009-2013) • Convenor Progressive Women Movement of SA Mpumalanga Chapter (2008 – 2012) • President of Common Wealth Parliamentary Association Mpumalanga branch (2005 – 2009) • Speaker of Mpumalanga Provincial Legislature (2004 – 2009) • Deputy Speaker of Mpumalanga Provincial Legislature (1999 – 2004) • Member of Nelspruit Transitional Local Council (1993 – 1999) • Assistant director in Mpumalanga Department of Health and Welfare (1996 – 1999) • Chief Social Worker (1989 – 1996) • Senior Social Worker (1987 – 1989) • Social Worker in the Department of Social Development and Cooperation and later TPA Community Services (1981 – 1987)
76	<ul style="list-style-type: none"> • Phd (Doctor of Philosophy in Pharmacy (MEDUNSA), 1991 • Master of Science, University in the USA, 1985 • B. Pharm, University of the North, 1979 	<ul style="list-style-type: none"> • Member of Parliament (2014 – 2019) • Member of Limpopo Provincial Legislature (1994 – 2014) • Served as a hospital Pharmacist (1978 – 1993) • Established the first retail pharmacy in Lebowakgomo township, through link pharmacy franchise (1988 – 1998)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> Appointed Lecturer in Pharmacy practice at the University of the North (1993 – 1994)
77	<ul style="list-style-type: none"> Higher Diploma in Education Bachelor of Arts, University of Western Cape 	<ul style="list-style-type: none"> Member of Parliament (2013 till date) Member of Gauteng Legislature (2009 – 2013) MMC for Environment and housing (2006) MMC for Roads and Storm water (2002 – 2003) Councillor of the GPMC (1999) ANC Women’s League Provincial Leader (1998)
78	<ul style="list-style-type: none"> Certificate in Negotiation and Influence, Massachusetts School of Management Executive Education, 2017 Certificate: Capacity Building Programme for SA Women on Conflict Resolution, Negotiation & Mediation, Department of International Relations and Cooperation South Africa, 2017 Master in Development Studies, University of Free State (outstanding) Certificate in Public Service Management, University of Witwatersrand, 2002 BA Honours, University of Free State, 2001 Diploma Human Resource Management, Allenby, 1998 PRISA Certificate Public Relation, Damelin, 1995 BA, University of the Western Cape, 1993 	
79	<ul style="list-style-type: none"> Leadership in Local Government: NQ7, Wits School of Governance, 2018 Capacity Building Programme on Conflict Resolution, Department of International relations and cooperation, 2017 	<ul style="list-style-type: none"> Proportional Councillor at City of Tshwane (2016 till date) Member of the Mayoral Committee at City of Tshwane (2012-2016)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Senior Management Program, University of Pretoria, 2015 • Advance Computer Course Certificate, University of Pretoria 2012 • Certificate of Attendance, SALGA, 2011 • Certificate in Development and Democracy, Women's Institute Leadership, 2005 • Advanced Computer Course, Campus College, 2002 • Diploma in Advanced Adult Basic Education and Training, University of South Africa, 2001 • Adult Basic Education and Training Certificate and Contextual Studies, University of SA, 1998 • Certificate in Business Management, University of Wits Business School, 1988 	<ul style="list-style-type: none"> • Proportional Councillor at City of Tshwane (2011 – 2016) • Project Manager at Bunker Hills Investment 115 pty ltd (2007 – 2010) • Project manager at Polelo Basading Investments (2008 – 2010) • Consultant at Sanlam (2002 – 2003) • Consultant at liberty life assurance (2002) • ABET facilitator at Department of land affairs (2001- 2002) • Manager at Old Mutual Life Assurance (1988 – 2000)
80	<ul style="list-style-type: none"> • Programme in Public Administration and Management, UNISA, 2018 • Basic computer and typing skills 	<ul style="list-style-type: none"> • Executive Mayor (2010 – 2014) • Executive Mayor (2006 – 2010) • Executive Mayor (2004 – 2006) • Member of Mayoral Committee , Lejweleputswa District Municipality (2000 – 2004) • Chairperson of Executive Committee at Allanridge Transitional local council (1998 -2000) • Chairperson of Housing Committee at Allanridge Transitional local Council (1995-1998) • Ward Councillor at Allanridge Transitional Local Council (1995 – 2000)
81	<ul style="list-style-type: none"> • Socialism with Chinese, Characteristics for New Era, Party School of Communist Party of China, 2018 	<ul style="list-style-type: none"> • Mayor at Mohokare Municipality/ speaker (2011-2016)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Councillors Development Practice, Local Government SETA, 2015 • Leadership Development, Local Government SETA, 2014 • NGF Support Link skills programme, Local Government SETA, 2008 • Executive Leadership Development programme, University of Pretoria, 2008 • Road Works, Prodev, 2004 • Roadworks Multiskills, LSA School of Technology, 2003 • Management Course, LSA School of Technology, 1998 	<ul style="list-style-type: none"> • Speaker of District Municipality (2008 – 2011) • MMC (2006 – 2008) • Councillor (2006)
82	<ul style="list-style-type: none"> • Post graduate student – Master’s degree (currently), University of the Witwatersrand • Bachelor of Arts, University of SA 	<ul style="list-style-type: none"> • Member of Parliament,(2013 – 2014) • Minister of Communication (2011 – 2013) • Deputy Minister of Monitoring and Evaluation (2010 – 2011) • MEC of Sports and Recreation in Mpumalanga (2008 – 2009) • MEC of Agriculture and Land Administration (2007 -2008) • MEC of Safety and Security (2005 – 2007) • Member of Mpumalanga Legislature (2004 – 2005) • Head of communication at Department of Agriculture and land affairs (2000 – 2004) • Head of Communication at department of Health and Social services (1996 – 2000) • An Educator at Mpumalanga Department of Education (1990-1993)
83	<ul style="list-style-type: none"> • N3 at Thuto Mthlae Technical College • Local government administration, UNISA, 1998 	<ul style="list-style-type: none"> • Parliamentary Liaison at Gauteng Department of Agriculture, Infrastructure and Social Development (2012 – 2019) • Ordinary Councillor at City of Tshwane (2009- 2011)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Certificate on Public speaking, Percon (pty ltd), 1999 • Municipal Management Training Programmes Integrated Development Planning, at Association of Netherlands Municipalities, 1998 • Municipal Management Development Programme at University of Pretoria, 2003 – 2004 • Advanced Municipal Management Development programme, University of Pretoria, 2009 • Ethics in public services, National School of Governance, 2018 • Gender Mainstreaming in Public Service at National School of Government, 2017 	<ul style="list-style-type: none"> • Member of the Mayoral Committee at City of Tshwane (2006-2009) • Councillor at City of Tshwane (2000 – 2006) • Councillor at City of Tshwane (1994 – 2000)
84	<ul style="list-style-type: none"> • Honours Degree in Social Work, UNISA (current) • Certificate in Public Management (incomplete), Wits Business School • Basic Qualification in child and youth care, at National Association of Child Care Workers, 2002 • Youth Worker at Ipelegeng youth development programme, 1993 	<ul style="list-style-type: none"> • Member of Parliament (2014 -2019) • COSATU CEC member (2013-2014) • National Treasurer (2013-2014) • Nehawu Provincial Treasurer (2009-2013) • Provincial Treasure of COSATU Gauteng (2012 – 2014)
85	<ul style="list-style-type: none"> • Certificate of Typing at Neo Computype Academy • Certificate of Merit for Communication Skills Programme at Upright Communication • Certificate of Women in the Workplace at CBR Training • Certificate of South African Excellence Model Assessor at CBR Training • Certificate of South African Excellence Model Assessor at South African Excellent Foundation 	<ul style="list-style-type: none"> • Speaker of Council at Madibeng local Municipality (2014 – 2016) • Acting Executive Mayor at Madibeng local Municipality (2014) • MMC at Madibeng local municipality (2012-2014) • MMC at Madibeng local municipality (2011-2012) • MMC (2003 -2011)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Certificate of Appointment Services in Department of Health Governance Structure at Department of Health • Extracurricular – Municipal Governance National Certificate at University of Johannesburg • Diploma in Public Administration (not completed) at Southern Business School • Certificate of Competence NQF level 6 at Mmalethabo Consulting 	<ul style="list-style-type: none"> • Councillor at madibeng local municipality (2000-2003) • Councillor at Brits TLC (1997-2000) • Quality Control at Autocable (1982 -1984)
86	<ul style="list-style-type: none"> • Bachelor of Arts Degree, University of Western Cape, 1990 • Certificate of Community Development at University of Cape Town, 1997 • Peace Keeping Mission, DIRCO, 2016 	<ul style="list-style-type: none"> • Senior Vice President- Corporate Affairs at Net 1 Technologies (2013 -2015) • Member of Parliament (2002 -2013) • ANCWL Provincial Secretary (1997-2002) • Strategic Management Team- Welfare Department at Western Cape Provincial Government (1994-1997) • ANC Co-ordinator for voter registration (1992-1994) • Co-ordinator at Ikamva Labantwana Home based care (1989-1990) • Social Worker at SHAWCO (1991-1992)
87	<ul style="list-style-type: none"> • Matric at Klipspruit West High School, 2003 	<ul style="list-style-type: none"> • Senior Programme Advisor: South African Liaison Officer (2007 – 2014) • An Associate for the Southern African Liaison Office • Chairman of Mams Ladies football Club in Mamelodi Tshwane • A member of the National Task Team on LGBTI
88	<ul style="list-style-type: none"> • Institute of Peace & Security Studies, University of Addis Ababa, 2017 – till date • Non-Degree Purposes: Economics 1,2,and 3, 2009 - 2010 	<ul style="list-style-type: none"> • Southern African Liaison (2017 till date) • Part time project Coordinator for Special projects at Chris Hani Institute (2014 -2015)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Non Degree purposes: Mathematics Foundation, University of the Witwatersrand, 2007 • Post graduate Course: Special Topics in SA Foreign Policy, University of Witwatersrand, 2006 • Postgraduate Diploma in Arts: (Masters Courses Without a Thesis), University of Witwatersrand 2000 • Bachelor of Arts Degree: Honours in Industrial Sociology, University of Witwatersrand, 1999 • Honours in Industrial sociology, University of Johannesburg, 1998 • Non-degree course: Industrial Psychology 1 and 2, 1996 • Bachelor of Arts, University of Durban Westville, 1991-1994 	<ul style="list-style-type: none"> • Stakeholder Engagement Coordinator at Department of Mineral Resources (2013) • Adviser to the Presidency and International Relations Coordinator / Acting Head of the International Relations/ Fraternal Relations Unit at National Union of MineWorkers (2003-2012) •
89	<ul style="list-style-type: none"> • Masters of Development and Management, Univesity of Potchefstroom, 2004 • BA Honours, University of Potchefstroom, 2001 • Bachelor of Commerce, North West University, 1991 	<ul style="list-style-type: none"> • Head of Public Liaison and presidential Hotline, The Presidency (2011 – 2012) • Special Advisor to the President of the Republic of SA (2010-2011) • Executive Mayor at Mafikeng Local Municipality (2006 – 2010) • Key Accounts Manager at Department of Justice and Constitutional Development (2002-2006) • Senior Training Officer at Department of Justice and Constitutional Development (1998- 20010) • Consumer Manager Trainee at Standard Bank of SA (1997-1998) • Human Resource Tutor at Standard Bank of SA (1994-1996)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Training Office at Department of Auditor General (1992-1994)
90	<ul style="list-style-type: none"> • PhD on Occupational Health and Safety , University of Free State (Second Year) • Masters of Business Administration (MBSA), MANCOSA (2010-2013) • Masters Diploma in Human Resource Management, Rand Afrikaans University (1999-2000) • Bachelor of Education, University of Durban Westville (1996) • Bachelor of Arts, University of Durban Westville (1993-1995) • Secondary Teachers Diploma, Transvaal College of Education (1997-1990) 	<ul style="list-style-type: none"> • Self Employed at Gubevu Consultancy (01 May 2018- present) • Directorship: Wholesale & Retail SETA (Chairperson of the Board) (13 June 2018-March 2020) • Directorship: Road Infringement Agency (Chairperson of the HR Committee) (1 June 2018-March 2020) • Directorship: Ingwe TVET College (Chairperson of the Council) (1 October 2013 -31 October 2018) • CATHSSETA (Co-opted member of FINREMCO) (1 July 2018-31 March 2020) • University of Limpopo (Ministerial Appointee on the Council) (1 October 2017-31 March 2020) • Independent Development Trust (IDT) (Interim CEO 10 October 2017-30 April 2018) • CEO at Health and Welfare Sector Education and Training Authority (HWSETA) (September 2012 – February 2017) • Acting Deputy Director General: Corporate Services at National Depart of Human Settlements (October 2007-July 2009) • Chief Director at national Department of Human Settlements (March 2007-August 2012) • Acting Director: Sector Education and Training at National Department of Social Development (2001-2007) • HRD Research Practitioner at Department of Justice (1999-2000) • Educator at Centenary Secondary School (1995-1998) • Educator at Phambili Secondary School (1990-1992)

NO.	QUALIFICATION	WORK EXPERIENCE
91	<ul style="list-style-type: none"> • National Diploma in Chemical Engineering, Vaal University of Technology • NHD-BTech in Chemical Engineering, Vaal University of Technology • M. Tech Degree in Environmental Management, Tshwane University of Technology • M.Eng Degree in Chemical Engineering, North West University • PhD in chemical Engineering, University of the Witwatersrand • Post Doc Fellowship in Chemical Engineering, North West University 	<ul style="list-style-type: none"> • Research Associate University of Johannesburg (2017-present) • Research Associate North West University (2014-2017) • Director at Waterpluswaste Consultancy and Projects (2010-2014) • Director at RTC Holdings (Pty) Ltd (2005-2007) • Senior Systems Engineer at Lethabo Power Station (2002-2004) • Environmental Officer (2001-2002) • Tech & Ops Manager at Lethabo Power Station (1999-2000) • Systems Engineer at Lethabo Power Station (1996-1999) • Assistance Section Chemist at Lethabo Power Station (1994-1996) • Senior Chemical Analysts at Lethabo Power Station (1992-1994) • Project Co-ordinator at Lethabo Power Station (1990-1991) • Chemical Analyst Trainee at Technical Service International (1989-1989) • Mine Sample at Randfontein Gold Mining (PTY) Ltd (1986-1988) • Educator at Tladi Technical High School (1982-1985)
92	<ul style="list-style-type: none"> • Matriculation Exemption First Class at Thubelihle High School in 1982 • Bachelor of Science Microbiology, University of the North in 1985 • Bachelor of Science Honours Cell Biology, University of Cape Town in 1986 	<ul style="list-style-type: none"> • Managing Director at Msinsi Holdings (Pty)Ltd (2017 till date) • CEO at Magalies Water (2010 -2015) • General Manager Operations at Umgeni Water (2008 – 2010)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Master of Science in Microbiology, University of Cape Town in 1989 • Advanced Business Programme, Durban University of Technology in 1995 • Master in Business Administration, University of KwaZulu Natal in 2000 • Post Graduate diploma Company Direction, Graduate Institute of Management in 2005 	<ul style="list-style-type: none"> • General Manager at Magalies Water (2007 – 2007) • Area Manager Operation at Magalies Water (2004-2007) • Operations Manager at Rand Water (2002 – 2004) • Area Manager Operation at Umgeni Water (2002-2002) • Works Manager Durban Height Plant at Umgeni Water (1995-2002) • Plant Superintendent at Umgeni Water (1993-1995) • Graduate Trainee at Umgeni Water (1990-1993)
93	<ul style="list-style-type: none"> • Matriculation with Exemption Certificate, Filidi High School in 1991 • National Diploma Electrical Engineering, Mangosuthu University of Technology in 1995 • Bachelor of Technology in Electrical Engineering, Durban University of Technology in 2004 • Master of Business Management and Administration, University of Stellenbosch in 2010 • Bachelor of Public Administration Honours, University of Stellenbosch in 2011 • Bachelor of Science Honours Technology Management, University of Pretoria in 2014 • Master of Public Administration, University of Stellenbosch in 2014 • Master of Science in Engineering Management, University of Pretoria in 2017 	<ul style="list-style-type: none"> • Senior Manager Technical Infrastructure Services at South African Weather Services (2017 till date) • Head: Project Management Office at City of Johannesburg (Joburg Market) (2015-2017) • Executive Manager Technical and Engineering at East Rand Water Care Company (2009-2017) • Head: Electrical Engineering and Facilities at City of Cape town, Water & Sanitation (2006-2008) • Production Manager at Transnet Freight Rail, Isando (2002-2006) • Project Manager (Coal Line) at Transnet Freight Rail, KZN (1998-2002) • Engineering Assistant at Transnet Freight Rail, Vryheid (1995-1997) • Pupil Technician at Eskom Ngagane (Transmission) (1993- 1994)
94	<ul style="list-style-type: none"> • Matriculation Exemption First Class, Vukuzakhe High School in 1993 	<ul style="list-style-type: none"> • Chief Defence Materiel (DDG) at National Department of Defence (2008 till date)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • B.Tech. Eng. Mechanical Engineering (Cum Laude), Cape Peninsula University of Technology in 2000 • MSc Maritime Transport (Suma Cum Laude) University of Antwerp, Belgium in 2006 • MSc Transport Economics (Magna Cum Laude) University of Antwerp, Belgium in 2006 • Master of Business Administration (MBA), University of Cape Town, GSB 2008 • Master of Science in Engineering Mechanical, University of KwaZulu Natal in 2013 • Doctor of Philosophy Mechanical Engineering, University of KwaZulu Natal in 2017 	<ul style="list-style-type: none"> • General manager Logical Services at PetroSA (2006-2008) • Chief Operations Manager at Transnet Limited (2003-2006) • Engineering Manager at Fine Chemicals Corporation (2000 -2003)
95	<ul style="list-style-type: none"> • A certificate in Central Banking, South African Reserve Bank, 1993 • MBA (Corporate Finance), University of Sheffield, United Kingdom, 1990-1992 • Maitrise en science economique (equivalent of MSc in Economics (not complete) 1988-1989 • French Language Diploma, C.A.V.I.L.A.M. Institute of Languages, in France, 1986 • BA in Economics, University of the North, 1983-1985 	<ul style="list-style-type: none"> • CEO- National Empowerment Fund (NEF) (2005- present) • Chief Director at Department of Trade and Industry (2002-2004) • Employed as the Minister Economic/Regional Director for Europe for Trade & Investment Germany (2000-2002) • Counsellor Economic in France with Trade & Investment South Africa (1997-2000) • Corporate Dealer by Standard Corporate & Merchant Bank (SCMB) (1994-1996) • Senior Analyst at South African Reserve Bank (1994-1995) • Planning Analyst in the Corporate Planning Division at Caltex Oil SA (1992-1993) • Worked on an industrial-based project for investment bank, Banque National de Paris (BNP) (1992)
96	<ul style="list-style-type: none"> - MBA - Management Advance Programme (MAP) - Diploma in Business Development 	<ul style="list-style-type: none"> • Regional Organiser, NUM NW, 1988 - 1991 • Special Project, NUM HQ, 1991 - 1992 • Coordinator, NUM MP, 1993 - 1996

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> - Dipoma in Financial Management - Diploma in Industrial Relations - Diploma in Management Development - Diploma in Financial Management 	<ul style="list-style-type: none"> • Coordinator, NUM GP, 1997 - 2004 • Secretariat Pillar Head, NUM HQ, 2005 - 2001
97	<ul style="list-style-type: none"> • ND Food Technology (TWR-1991) 	<ul style="list-style-type: none"> • Events & Project Management, 2001-2018 • Factory Manager (Manufacturing- food and pharmaceutical ingredients), 1998-2000 • Technical Marketing to Manufacturing Industry, 1994-1998 • Production Management, High Tech Food Factory, 1992-1994 • Retail Sales Assistant, 1988-1992
98	<ul style="list-style-type: none"> • BSC (Hon) Economics • M Education • MA Economics 	<ul style="list-style-type: none"> • Human Rights Commissioner, SAHRC (2009-2016) • Head: International Relations, Parliament of South Africa (2006-2009) • Chief Executive Officer, SAHRC (1998-2005) • Advisory to Deputy Minister- DTI (1997-1998) • Programme Officer- Presidency (RDP) (1994-1996) • Wigan Metropolitan Borough Council (UK) Economic Unit (Prior 1994)
99	<ul style="list-style-type: none"> • BA, Major Sociology and African Politics, UNISA • BA, Majority Sociology and African Politics, UNISA 	<ul style="list-style-type: none"> • ANC Regional Administrator- Southern Free State (1991) • OFS Peace Committee, Head: Provincial Conflict Resolution Committee (1993-1994) • Member of the Provincial Service Commission, Member of the OFS University Council (1994-1999) • Member of the Public Service Commission (1999-2004) • Free State Provincial Government, MEC for Finance (2004-2007) • Free State Provincial Government, MEC for Public Safety, Security and Liaison (2007-2008) • Mayor, Mangaung Local Municipality (2008-2011)

NO.	QUALIFICATION	WORK EXPERIENCE
100	<ul style="list-style-type: none"> • Diploma- Secretarial and Office Administration, Sight & Sound Worldwide • Diploma- Computers for Administration, CECS • Certificate in CorelDraw, CECS 	<ul style="list-style-type: none"> • Department of International Relations and Cooperation, Diplomatic Training (2012) • Manager: Intergovernmental and Stakeholder Relations , SASSA (2012-2017) • Senior Manager(Acting), SASSA Head Office (2012-2016) • Manager: Intergovernmental & Stakeholder Relations, SASSA (2010-2011) • Project Manager, Youth Development Training for Western Cape Education Foundation (2009-2010) • Chief of Staff for WC MEC for Cultural Affairs and Sport (2008-2009) • Chief of Staff for WC MEC for Education (2005-2008) • Personal Assistant for WC MEC for Education (2004-2005) • Personal Assistant for WC MEC Social Services & Poverty Alleviation (2001-2004) • Admin Secretary for WC ANC (1998-2001) • Admin Secretary for WC MEC for Health & Social Services (1994-1998) • Office Administrator for The Call of Islam (1987-1990) • Admin Secretary for Wescreeet Precast Concrete (1984)
101	<ul style="list-style-type: none"> • PhD Leadership and Management, Logos University, Florida USA, 2016 • MBA Business Administration, Regent Business School, Johannesburg, 2014 • Advanced Banking Law, University of Johannesburg, 2006 • Management Advancement Programme: Business Administration, Wits Business School, 2002 • Principles in Business and Management, Wits Business School, 2001 	<ul style="list-style-type: none"> • Senior Manager, Faithfulness Business Enterprise (2006- current) • Branch Manager, First National Bank (2005-2006) • Branch Manager, African Bank (2002- 2005)

NO.	QUALIFICATION	WORK EXPERIENCE
102	<ul style="list-style-type: none"> • Master Degree in Public Management, Technikon SA • Master Degree in Public Administration and Political Science (Cum Laude), University of Zululand • Doctor of Philosophy in Public Management and Governance, University of North West 	<ul style="list-style-type: none"> • Manager, Human Resource Policy and Transformation (KZN-Social Development (2017-present) • Senior Manager, Human Resource Administration (KZN-Social Development (2008-2012) • Senior Manager, Amajuba District, (KZN- Social Development, 2012-2013) • Manager, Human Resource Development (KZN-Social Development, 2003- 2008) • Manager, Auxiliary Services (Administration Section, 2013 • Manager, General Manager’s Office (KZN-Social Development, 2013- 2017) • Acting Senior Manager, HRD (KZN-Social Development, 2006-2008) • Assistant Director, HRD (KZN – Social Development, 2001)
103	<ul style="list-style-type: none"> • PhD in Philosophy UCT • Master’s Degree in Social Science UCT • Higher Diploma in Social UWC • Diploma in Social Work UWC • Diploma in Personnel Management Damelin College 	<ul style="list-style-type: none"> • Consultant Welfare Management in Swaziland for the ILO and EU (2017 – present) • Consultant Social Security Expert at the ILO Training Centre in Italy (2016 – 2018) • Consultant Social Security expert for ISSA Head Office (2016) • Consultant Social Security expert for Economic Policy Research Institute in Bangladesh and Nigeria • CEO SASSA (2011-2016) • Executive Manager (DDG) Independent Tribunal for Social Assistance Appeals (2010-2011) • Lecturer UCT Department of Social Development • DG, Acting DG, & DDG Western Cape provincial government (2006-2009) • Superintendent-General (DG) Social Development Western Cape (1995-2006)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Coordinator (DDG) Strategic Management Team Social Services Western Cape (1994-1995) • Head of Welfare Department for Students Health & Welfare Organisation (1993-1994) • Senior Social Worker Association for the Physically Disabled Western Cape (1991-1993) • Senior Industrial Social Worker SACTWU (1985-1991) • Branch Manager NICRO (1983-1985) • Hotel Manager Earls Court in London (1982-1983) • Case Worker Child Welfare Society (1979-1981)
104	<ul style="list-style-type: none"> • Organising Diploma, Ambassador Training & Development • Certificate in Dispute Resolution Procedures, Education Labour Relations Council • Various business leadership diplomas with the Eden College of Braamfontein 	<ul style="list-style-type: none"> • Deputy General Secretary COSATU • Provincial Organiser SADTU North West
105	<ul style="list-style-type: none"> • MAP (Management Advance Programme, in 2009 • Project management, in 2015, UNISA • Public Management & Administration, in 2002, UNISA • Change Management, in 1999, University of Pretoria • Communications, in 1998, Damelin College • Public Relations, in 1997, Damelin College 	<ul style="list-style-type: none"> • Director of Strategy & Special Projects in the Office Of the Deputy President, The Presidency, (2008-2017) • Office Of the President (2008) • Office of the Deputy Minister of Health (2007-2008) • Director Administration in Office of the Minister Of Correction Service (1999-2007) • Private Secretary to Minister of Sport and Recreation (1994-1999) • Administrative Assistance CODESA (1992-1993) • PA at Consultative Business Movement (1991-1992) • Field worker of Operation Hunger in 1991 • Secretary to Deputy Director at Operation Hunger (1981-1990)

NO.	QUALIFICATION	WORK EXPERIENCE
106	<ul style="list-style-type: none"> • LLB incomplete, University of the North (1993-1998) • Certificate Minerals and Mining, University of the North (2004) • BCom (2018) 	<ul style="list-style-type: none"> • Executive Mayor Capricorn District Municipality (2014-2016) • Deputy Law Administration, Department of Roads and Transport, Limpopo (2008-2014) • Deputy Director Spokesperson, Department of Public Works Limpopo (2005-2007) • Department of Finance Economic Development Environment and Tourism Limpopo Provincial (2003-2004)
107	<ul style="list-style-type: none"> • Diploma, Public Management, Varsity College (2003) • Certificate Public Administration, UKZN • Certificate Development Management, UP • Degree Public Administration (2017) • Honours Public Administration, MANCOSA Diploma, Public Management, Varsity College (2003) • Certificate Public Administration, UKZN • Certificate Development Management, UP • Degree Public Administration (2017) • Honours Public Administration, MANCOSA 	<ul style="list-style-type: none"> • Mayor, City of Durban (2001-2016)
108	<ul style="list-style-type: none"> • Bachelor of Science (BSC), Swaziland • Concurrent Diploma in Education (CDE), Swaziland • Master of Science (MSC), Zimbabwe 	<ul style="list-style-type: none"> • Founder and Director MP Makhubu Consultancy Pty Ltd (2017-2019) • Director and member of Turquoise Moon Pty Ltd (2004-2019) • One of the founding members and CEO of Emtatani Investments Holdings Pty Ltd (1998-2010) • Founder and Managing Director of Zwakala Construction CC (1997) • Founder and Managing Director of Umkhumbane Cleaning Services CC (1996) • Marketing Manager of College of Open Learning (COLESA), Milpark, Johannesburg (1995)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Founder and Managing Director of Centre of Rural Technical Education (1992-1994)
109	<ul style="list-style-type: none"> • Bachelor of Arts, 1986-1988 • Junior Secondary Teacher Certificate, 1980-1981 • Certificate in Board Leadership Core Programme, GIBS, 2015 • Certificate of Attendance in Mining Social Labour Plan, Global Prospectus, 2013 • Certificate in Higher Education Leadership and Management, Cum Laude • Certificate in Project management, University of Venda, 2007 • Certificate Higher Education Research Society, HERS-SA Academy, 2006 • Certificate in Recruitment, Selection and Employment Equity, University of Pretoria, 2001 • Certificate in Effective Governance Course: Gender and good governance, University of Pretoria, 2001 	<ul style="list-style-type: none"> • 35 years of Experience in Education • 15 years as an Educator, 15 in Higher Education • 5 years as a full Professor of Educational Management • 3 years as Dean of School of Education • 6 years as a Consultant
110	<ul style="list-style-type: none"> • Postgraduate Diploma in Economic Policy and Finance, London School of Economics (one module to be completed in 2019) • Masters in Business Administration (MBA), Regent Business School, 2016 • Certificate Programme in Management Development Municipal Finance, Wits University, 2012 • Advanced Management Programme (NQF 6), North-West University, 2006 • Community Development Practitioner, Khanya College, 2000 	<ul style="list-style-type: none"> • Chair of Chairs at North West Provincial Legislature (2016-2019) • PEC Member (2017-2018) • Member of the National Parliament of SA, Portfolio of Health, (2014-2016) • Manager in the Office of the Executive Mayor (JB Marks Municipality) (2006-2014) • Labour Relations Manager, JB Marks Municipality (2004-2006)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Certificate in Adult Based Education and Training, UNISA, 1996 • Completed Dramatic Art Diploma, 1990-1990 	<ul style="list-style-type: none"> • Chief Community Liaison Officer (2002-2004) • Provincial Secretary, SAMWU (2000-2002) • Provincial Education Officer, SAMWU (1997-2000) • Project Manager and Facilitator, Siphumelele Literacy Project (1993-1995)
111	<ul style="list-style-type: none"> • Bachelor of Social Science, Rhodes University, 1996 • Bachelor of Social Science, Rhodes University, 1995 • Bachelor of Arts, Rhodes University, 1994 • Bachelor of Social Science, Rhodes University, 1993 • Grade 12, 1966-1969 	<ul style="list-style-type: none"> • Special Advisor to the Speaker of National Assembly, (2015-2019) • Special Advisor to the Premier, (2011-2015) • SA Ambassador to the Republic Of Angola (2005-2009) • SA Ambassador to the People’s Republic of China (2001-2005) • SA Ambassador to the Kingdom of Denmark and Iceland (1997-2001) • ANC Provincial Coordinator for Local Government in KwaZulu Natal (1996-1997) • Senior clerk for Bantu Affairs in Durban and KwaMashu (1971-1976)
112	<ul style="list-style-type: none"> • Diploma in Offset Litho Printing, London College of Printing, University of London, 1989 • Certificate in periodical Journalism, University of London, 1990 • Matric (Grade 12) Isibonelo High School, • Two years of BA with University of Fort Hare, Alice, 1971-1972 	<ul style="list-style-type: none"> • Deputy Chairman of the Advisory Committee on National Orders • Chair of Phuthuma Nathi and Multichoice, SA Holdings (2006) • Consultant for Vodacom, South Africa, (2005-2006) • Chairperson of Independent Communications Authority of SA (1999-2005) • Programme Director, SABC (1998-1999) • Editor-at-Large, Leadership Magazine (1997-1998) • Convenor of Task Group on Government Communications (1996-1997) • Deputy Chief Representative of ANC in London (1987-1990)

NO.	QUALIFICATION	WORK EXPERIENCE
113	<ul style="list-style-type: none"> • Management Advanced Programme, University of Witwatersrand, 2005 • Post graduate qualifications in Management Practice, Rhodes University, 1999 • B. Juris and LLB degrees, University of Transkei, 1987-1989 • Blythswood Institution, 1984 	<ul style="list-style-type: none"> • English Teacher at Inhlakanipho High School, KwaMashu (1973-1975) • CEO at National Heritage Council (2004 to date) • Manager Gambling, Lotteries and Liquor Regulating Office at Department of Trade and Industry (2000-2002) • Chairperson, Education Portfolio Committee (MPL), Eastern Cape Provincial Legislature (1999-2000) • Member of the Public Accounts Standing Committee (MPL) Eastern Cape Provincial Legislature (1994-1996) • Chairperson of Transport Study Group, Eastern Cape (1994-1996) • Member of Executive Council (MEC), Sports, Arts and Culture, Eastern Cape Provincial Government (1996-1999) • Chairperson, Youth Affairs Portfolio Committee (MPL), Eastern Cape Provincial Legislature (1994-1996) • Legal Advisor, Umthatha Advice Centre (1992-1994) • ANC Monitoring Co-ordinator ((1993-1994) • Accident Claims Officer, Department of Transport, Transkei Government (1989-1990) • Clerk at TEBA (1986-1987)
114	<ul style="list-style-type: none"> • MA Public Administration, University of Pretoria, 2001-2002 • BA Hons Sociology, University of Durban Westville, 1993-1994 • BA Social Sciences, University of KwaZulu Natal, 1988-1991 • Pupil Nurse, Piet Rietief Hospital, 1980-1983 	<ul style="list-style-type: none"> • Director: Global Governance and vulnerable Groups (June 2019-current) • Minister Plenipotentiary, Embassy of the Republic of SA in Tokyo, Japan (2011-2015) • Director, Foreign Services for East African Community, Department of International Relations & Cooperation (2008-2011) • Director, Training and Skills Development, National Department of Housing (2005-2008)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Deputy Director, Education Training and Development, National Department of Housing (2001-2005) • Assistant Director, Community Liaison, National Department of Health (1999-2001) • Chief Community Liaison Office, RDP Programme, Mvula Trust (1996-1998) • Trainee Manager, Durban Metro (1994-1995) • Researcher, Centre for Health & Social Studies (CHESS), University of Natal (Durban) (1993-1994) • Part-time Lecturer, Zulu for Medics, Sociology and Public health, Nelson R. Mandela School of Medicine (1993-1994) • Enrolled Nurse, McCord Nurse (1983-1993)
115	<ul style="list-style-type: none"> • MBA (thesis outstanding) passes and awarded a Postgraduate Diploma in Business Administration, Thames Valley University, London, Milpark Business school, 1997 • Bachelor of Science majored in Chemistry and Biology, The National University of Lesotho (ROMA), 1985 • Matric, Christ The King School (ROMA) 	<ul style="list-style-type: none"> • Entrepreneur (Director), Uptown Trading 69 (2015-2018) • General Manager, Mcunu's Enterprises/Entrepreneur (2000-2014) • Sales Manager-International and Local clients (NTP), Nuclear Energy Corporation of South Africa (NECSA) (2000) • Business Development Manager, Carewell Group South Africa (Pty) Ltd (1998-1999) • Sales Executive, South African Breweries (SAB) (1995-1996) • Account Executive, South African Broadcasting Corporation (1994) • Medical Sales Consultant, Abbott Laboratories (1989-1993)
116	<ul style="list-style-type: none"> • BA Degree in Public Admin & communication, University of South Africa, 2010 • National Diploma in Transportation Management, University of Johannesburg, 2004 	<ul style="list-style-type: none"> • Member of Parliament of South Africa (2014-2019) • Gauteng Provincial Legislature (2012-2014)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Gauteng Department of Housing, Local Government and Traditional Affairs Department (2010-2012) • Manager at Mogale city Local Municipality (2008-2010) • MMC & Salga Infrastructure Sub Committee chairperson WRDM (2006-2008) • Ward Cllr and Portfolio Head at West Rand District Municipality (2000-2006) • Gold and Coal Mines Work Experience (1976-1999)
117	<ul style="list-style-type: none"> • Ph.D (Clinical Psychology), University of Cape Town, 1999 • M.Phil- clinical Psychology (British Council Schola), University of London, 1972 • B.Sc. Hon. (Psychology), University of South Africa, 1969 	<ul style="list-style-type: none"> • Senior Lecturer, University of the Witwatersrand (1998-2000) • Chief Director, Public Service Commission, Government of SA (1995-1997) • Doctor candidate, Department of Psychology, University of Cape Town (1993-1998) • Ford Foundation Fellow, Refugee Studies programme, University of Oxford (1994) • Senior Lecturer, University of Ghana medical School, Ghana (1986-1991) • Lecture, Clinical Psychologist, University of Ghana Medical School, Ghana (1973-1986)
118	<ul style="list-style-type: none"> • National Matric certificate • Management advance program, Wits University • Mining Management Certificate • Advanced diploma in Public Policy Management & development • Communication Science & practice certificate • Post graduate Diploma in public policy management & development 	<ul style="list-style-type: none"> • Senior Manager Corporate Communications at Limpopo Tourism & Parks (2004-2007) • Marketing and Sales at Nashua, Pretoria (2001-2003) • Executive Director at Open learning group (1998-2000) • Manager Corporate Communications at SA Rail Commuter Corporation (1997-1998) • Military Intelligence-(major) Public relations officer/communication at South African National Defence Force (1994-1996/7) • National Organizer at ANC Department of Arts & culture (1990-1993)

NO.	QUALIFICATION	WORK EXPERIENCE
119	<ul style="list-style-type: none"> • Post graduate diploma in Management (currently studying), 2017 • Diploma Certificate in public Management, Wits governance School, 2016 • Certificate in Economics, University of Cape Town, 2010 • CPMD, Wits Governance School, 2009 • Further Diploma in Education, University of Pretoria, 2001 • Diploma in Education (Rand Afrikaans, 1999 • Teachers certificate, Sigcau college of Education, 1975 	<ul style="list-style-type: none"> • Parliament of South Africa (2009-2017) • Local Government, Eastern Cape (1999-2009) • KZN Department of Education – deputy principal (1991-2001) • Department of Education, Eastern Cape (Educator) (1976-1988)
120	<ul style="list-style-type: none"> • Post Graduate Diploma in Human Settlement, Nelson Mandela University, 2018 • Post Graduate Diploma in Management of Governance and Public Leadership, University of the Witwatersrand, 2015 • Bachelor of Education, University of Limpopo, 1991 • Bachelor of Arts, UNISA, 1986 • Diploma in Clothing Construction, University of Pretoria, 1995 • Senior Secondary Teachers Certificate, Lennox Sebe Training College, 1980 • Junior Secondary Teachers certificate, Lovedale Training College, 1976 	<ul style="list-style-type: none"> • Member of Parliament of South Africa (2014-2019) • Mayor of Aganang Local Municipality (2001-2011) • Campus Manager at Capricorn FET College (2004-2006) • Circuit Manager at Kone-kwena Area Office (2000-2003) • Ward Councilor at Moletjie Matlala TLC (1995-2000) • Acting Rector at Bochum College of Education (1996-1999) • Vice Rector at Bochum college (1994-1995) • HOD at Bochum college (1990-1992) • HOD at Karabi High School (1987-1989) • Lecture at Mokopane College of Education (1986)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Home Economic Subject Advisor at Highveld Region Dept. of Education (1984-1985) • Examiner at Department of Education (1982-1994) • Educator at Naledi High School (1976-1983) • Educator at Rutegang Primary School (1973)
121	<ul style="list-style-type: none"> • Postgraduate Diploma in Governance and Public Leadership, Wits School of Governance, 2019 • Certificate in Advance Governance and Public Leadership, Wits School of Governance, 2017 • MPhil, University of Western Cape, 2004 • Higher diploma in Education, University of Cape Town, 1989 • Bachelor of Arts, University of Cape Town, 1986-1988 	<ul style="list-style-type: none"> • Chairperson of Committees at Northern Cape Provincial Legislature (2013-2019) • Director at Department of Agriculture, Land Reform and Rural Development (2006-2013) • Deputy Director at Department of Housing and Local Government Chairperson at Provincial Youth Commission (2000-2004) • Principal Planner at Department of Land Affairs(1996-2000) • Teacher at Weslaan Secondary School (1991-1996) • Teacher at Salt River Secondary School (1990-1991)
122	<ul style="list-style-type: none"> • M.A Hon in English, University of Potschefstroom • BA Hon in Sociology, University of the North • BA in English and Sociology, University of the North • Certificate in the Management of Mines and Mineral Policy, University of the Witwatersrand 	<ul style="list-style-type: none"> • Senior Programme Manager at Trans Caledon Tunnel authority (2012-2017) • Program Manager at DBSA (2011-2012) • DDG at Department of Health (2006-2009) • Chief Operations Manager at Eskom (2003-2005) • Investment Coordinator at DBSA (2002-2002) • Assistant Director at Economic Affairs (1999-2002) • Environmental Officer at Mpumalanga Provincial Government (1996-1999) • Junior Lecturer at University of the North (1994-1996) •

NO.	QUALIFICATION	WORK EXPERIENCE
123	<ul style="list-style-type: none"> • Law Degree 	<ul style="list-style-type: none"> • Worked at Angelo America
124	<ul style="list-style-type: none"> • Master in Education, Sofia University, Bulgaria, 1987 • BA in Education, Sofia University, Bulgaria, 1985 	<ul style="list-style-type: none"> • Diplomatic career (2005-2017) • Head of Ministry at Department of Transport (2004-2005) • Head of Ministry, Department of Public Enterprises (2002-2004) • Voluntarily work, promoting the South African Agenda (1996-1988) • Promoting and Public Relations and Marketing for Government clients at Mercedes-Benz (1998-2001) • Capital Radio-Port St Johns, Eastern Cape (1979-1981) • Educator at Solomon Mahlangu Freedom College (1981-1983) • Community work for the ANC in exile at Dakwa Development Centre, Tanzania (1981-1983) • Regional Education Officer for ANC in Zambia and Zimbabwe (1989-1992)
125	<ul style="list-style-type: none"> • Hons. Public Administration, University Of Stellenbosch, 2005 • National Diploma in Public Management, University of Cape Town, 2001 • Matric at Paulus Joubert Secondary, 1987 	<ul style="list-style-type: none"> • Head Strategic Planning, Monitoring & Evaluation at Ngwathe Local Municipality (2018 –to date) • Manager IDP/PMS/ Office Municipal Manager at Vrede-Phumelela Local Municipality (2014-2017) • Manager IDP/Community Development and Public Participation at Breede Valley Municipality (2010-2014) • Manager Institutional Support at Stellenbosch Municipality (2006-2009) • Commissioned Officer-Technical Services Corpse at South African National Defence Force (1996-1999)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Member of Umkhonto We Sizwe (Ashley Kriel Detachment) (1988-1994) • Resource Person at Paarl Advice Office (1989-1995)
126	<ul style="list-style-type: none"> • Post Graduate of Political Science at Rand Afrikaans University • Diploma in Public & Development Management at Wits Business School • Matric 	<ul style="list-style-type: none"> • Chief of Staff and Ministerial/Parliamentary Affairs at South African Social Security Agency (2007-2010) • Advisor/Spokesperson at the Department of Public Works (2005-2008) • Coordinator in Research Unit at ANC (1998-2004) • Deputy Editor for Mayibuye Journal at ANC (1993-1997) • Transformation Advisor at Environmental Development Agency (1990-1992)
127	<ul style="list-style-type: none"> • BA (Law) at University of Stellenbosch • LLB at University of Stellenbosch 	<ul style="list-style-type: none"> • Consultant Attorney (Present) • Currenty serve on the Executive committee of the Balule nature Reserve (Present) • Member of Parliament (2014-2019) • Member of Parliament (1987- 1996, 2002-2004, 2009-2014) • MEC(Sport, Education & Health) for the Western Cape Provincial Government (1988-2002)
128	<ul style="list-style-type: none"> • Bachelor of Commerce at University of the North (Limpopo) • Course in fundamentals of Banking & Risk Management (NQF L5) at UNISA • Programme in Banking (NQF L6) at UNISA • Currently doing Masters in Technology in Leadership at Wits University 	<ul style="list-style-type: none"> • Senior Manager: Corporate Services at Construction Education Training Authority (August 2019 to date) • Senior Manager: Provincial Operations at Construction Education Training Authority (2017-2019) • Limpopo Province Manager at Construction Education Training Authority (2012-2017) • Acting Specialist: contract Management Unit at Construction Education and Training Authority (2017) • Acting Gauteng Provincial Coordinator at Construction Education and Training Authority (2015-2016) • Stakeholder Management and Liaison at Ministry of Higher Education and Training (2011-2012)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Stakeholder and Media Liaison Officer at Limpopo Legislature (2010) • Deputy Chairperson at Limpopo Youth Commission (2004-2008) • Community Liaison Officer at Department of Health and Social Welfare (2004)
129	<ul style="list-style-type: none"> • Doctor of Philosophy, University of Johannesburg, 2012 • Masters in International Law and Settlement of Disputes, United Nations University for Peace, 2004 • B Juris, University of Transkei, 1994 	<ul style="list-style-type: none"> • CEO of Revelation Luggage & Leather (2014-to date) • Lecture at University of Johannesburg • Director at Department of Trade & Industry (2005-2014) • Fulltime Lecturer at Damelin (current) • National Manger at law Society of South Africa • Legal Analysts at SABC Radio Stations (1996-to date) • Programme Manager, Legal Services and Human Rights Advocacy at Equality Project (2003) • Part time Lecturer at University of Potchefstroom • National Training Manager / Coordinator at Lawyers for Human Rights (1996-2003) • Provincial Capacity Development Co-ordinator (1997-2001) • Law clinic Professional Assistant (1996) • Seconded to CHESP as a Project leader for Legal Service Providers at the University of Transkei Community Higher Education Services Partnership (2000-2001) • Second Secondment – Oxfam Funders – Advisor in Design Team (1998) • Seconded to the Joint Forum for the University of the Transkei (2001)
130	<ul style="list-style-type: none"> • BA, University of Cape Town, 1989-1990 • LLB, University of Cape Town, 1992-1993 	<ul style="list-style-type: none"> • Managing Member at Leungo Construction Enterprise CC (2006 to date) • Municipal Manager at Ratlou Local Municipality (2001-2006)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • MPA, University of Liverpool, 1997-1998 • Master of Science, University of Witwatersrand, 2018-2019 	<ul style="list-style-type: none"> • National Youth Commissioner at National Youth Commission, President's Office (1996-1997) • Provincial Youth Commissioner, Premier's office, North West Province (1996-1999) • Provincial Constitutional Training Manager, North West (1995-1996) • Youth Development Officer at Department of Youth Affairs, North West (1994) • Investigation Officer at Independent Electoral Commission (1991) • Administrative Secretary at Huhudi Civic Association (1991) • Regional Education Secretary at COSATU (1991) • Research Trainee at Community Agency for Social Enquiry (1991)
131	<ul style="list-style-type: none"> • Diploma in Labour Law, Technikon North West, 2002 • Matric 	<ul style="list-style-type: none"> • Group Manager at MAN Automotive (SA) Propriety Limited (2019 to date) • Human Resources Manager at MAN Automotive (SA) Propriety Limited (2017-2019) • Human Resources Manager: After Sales/own retail at MAN Truck and Bus (SA) Propriety Limited (2009-2016) • Human Resources Coordinator (Generalist) at MAN Automotive (SA) Propriety Limited (2005-2008) •
132	<ul style="list-style-type: none"> • Master's in Public Administration, University of the Western Cape, 2000 • Advanced Diploma in Public Administration, University of Stellenbosch, 1998 • National Diploma in Public Management and Administration, Technikon RSA, 1996 	<ul style="list-style-type: none"> • Chief Director: Corporate Services, The Presidency (2017 to date) • Chief Director: Corporate management, The Presidency (2015-2017) • Acting Deputy Director General: Corporate Management (Sep 2015-Jan 2016, May 2016-May 2017, May 2018- Sep 2018) • Chief Director, Department of Military Veterans (2014) • Director protocol, The Presidency (2008-2014)

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • Deputy Director Protocol, The Presidency, (2001-2008) • Head: Human Resources and Corporate Services, Department of Correctional Services (1999-2001) • Office Manager, Department of Correctional Services (1998-1999) • Assistant director, Department of Correctional Services (1998) • Head of Administration: Parliamentary Office, (1997) • Admin Office, Parliamentary office (1994-1997) • Registration Clerk (1987-1993) • Correctional Officer: Custodial Services (1986-1987)
133	<ul style="list-style-type: none"> • Certificate/Diploma Wharton Economic Leadership Development • Degree BSOCSC 	<ul style="list-style-type: none"> • Research Assistance; ILRIG • Voter Education Coordinator • National Organiser; ANC • Head of Political Education • Ambassador to Cuba; DIRCO • Manager; ANC
134	<ul style="list-style-type: none"> • BComt, UNISA 	<ul style="list-style-type: none"> • Member of Parliament (1999 – 2019) • Chairperson of Standing Committee (2004 – 2009) • Chairperson of Correctional Services (2009 – 2014) • Chairperson ANC Caucus Finance and Administration Committee (2014 – 2019) • Chairperson of Adhoc Committee
135	<ul style="list-style-type: none"> • Bachelor of Social Science • BA Honours Economics • Masters in Economics • Phd in Economics 	<ul style="list-style-type: none"> • Professor; School of Public Management, Governance and Public Policy (Jan 2019) • Director of Parliamentary Budget Office (2013 – 2018) • Divisional Executive: Policy and Integration • Associate Professor in Graduate School of Public Development • Head: Policy, Strategy and Research and Chief Economist

NO.	QUALIFICATION	WORK EXPERIENCE
136	<ul style="list-style-type: none"> • Masters in Law in International Law • Masters in Public and Development Management • BA Social Science 	<ul style="list-style-type: none"> • Deputy Director General; Limpopo Provincial Government • Director and Management Consultant; Sonke Consulting (2002 – 2006) • Africa Coordinator & Consultant; International Human Rights Law Group • Executive Director (1998 – 2001) • Organiser and Education Officer; NUM (1990 – 1991)
137	<ul style="list-style-type: none"> • Bachelor of Arts (Incomplete 1983) • Diploma in Community Adult Education Program • Diploma Human Resources 	<ul style="list-style-type: none"> • Research Administrator; Foundation for Research (1987 -1989) • Founder & Executive Director; Ilitha Labantu (1989 – Present) • Consultant; Department of Agriculture (2006 – 2008) • Board Member; National Development Agency (2008 – 2010) • International Fund for Women Empowerment (2018 – Present) • Nation to Nation Networking (2017 – Present)
138	<ul style="list-style-type: none"> • Bachelor of Arts • Diploma in Education • 	<ul style="list-style-type: none"> • ANC Administrator; Provincial Office (1992 – 1994) • Arena Manager at IEC • Chairperson of Standing Committee of Local Government, WC • Legislature Member (1999 – 2009) • MEC for Social Development, WC • MEC for Public Works and Transport, WC • High Commissioner of RSA to Australia •
139	<ul style="list-style-type: none"> • B. Soc, UCT (Incomplete) • B. Soc Human Resource Management (Incomplete) • B.Com Honours • Cohorts 5, Executive Business Management 	<ul style="list-style-type: none"> • Member of Parliament (1994 – 2019) • Whip of Portfolio Committee on Defence & Joint Standing (1995 – 2002) • Deputy Minister of Human Settlement (2009 – 2019)
140	<ul style="list-style-type: none"> • Bachelor of Administration • Honours in Administration • Advanced Diploma in Management 	<ul style="list-style-type: none"> • Accounting Teacher; Department of Education (1990) • Bookkeeper; ANC • Internal Auditor; ANC (2000 – 2002)

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Post grad diploma in Public Policy Management • Nonprofit Financial Stewardship 	<ul style="list-style-type: none"> • Director Management Accounts; Dept of Social Services (2002 – 2004) • Director Management Accounts; Dept of Health & Social Services (2004 – 2005) • Finance Manager; ANC (2005 – Current) • Board Member; Disaster Relief Fund (2018 – Present) • Audit Committee; Dept of Social Development (2018 – Present)
141	<ul style="list-style-type: none"> • MBA • Bachelors of Science 	<ul style="list-style-type: none"> • CEO, State IT Agency (SITA) (2003 – 2007) • Management of Transvaal HR Systems and Financial Management • CEO, SANParks (1997 – 2003) • CEO, SA Tourism (1994 – 1996) • Department of Home Affairs (2007 – 2010) • CEO, Oliver & Adelaide Tambo Foundation (2011 – 2015)
142	<ul style="list-style-type: none"> • Bachelors of Science • MBchB • Regulation of Utilities and Monopolies • Finance for non-financial Managers • Business focused Project Management • Phd in Philosophy (to be completed 2020) 	<ul style="list-style-type: none"> • Director , Corplan (1989 – 1992) • Programme Manager, Institute for Local Government & Development (1993 – 1994) • Chief Director, Office of the President, Reconstruction and Development Programme (1996 – 1999) • Director General, Dept of Environmental Affairs and Tourism (1999 – 2005) • CEO, Lereko Energy (2006 – 2008) • Project Head, UK Foreign & Country Office (2016 – 2017)
143		
144		
145		
146		
147		
148		
149	<ul style="list-style-type: none"> • National Diploma in Journalism 	<ul style="list-style-type: none"> • Managing Director, Communications Firm, 2016 - Current

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Professional Certificate in Government Communication & Marketing • Regulation of Utilities and Monopolies • Management Advancement Programme • Certificate in Handling Media 	<ul style="list-style-type: none"> • Spokesperson to the President, 2015 • Deputy Director-General, GCIS, 2013 • Chief Director, Spokesperson for Ministry in the Presidency for Performance, Monitoring and Evaluation, 2009 - 2013 • Chief Director, GCIS, 2008 • Senior Communications Officer, GCIS, 2000, 2001 • Director, GCIS, 2006
150	<ul style="list-style-type: none"> • Diploma Marketing & Business Management • Bcomm, <p>Women in Leadership</p>	<ul style="list-style-type: none"> • Executive Director, Mix Marketing Agency, 2018 - Current • Economic Development Project Manager, EC Socio Economic Consultative Council, 2015 - 2016 • Local Economic Development Manager, EC Socio Economic Consultative, 2012 - 2015 • Regional Officer, IDC, 2007 - 2008
151	<ul style="list-style-type: none"> • MBA • Management Advancement Programme • Diploma in Business Management • Diploma in Financial Management • Diploma in Industrial Relations • Diploma in Management Development 	<ul style="list-style-type: none"> • Regional Organiser & Special Project Head, NUM, 1988 - 1991 • Special Project, NUM, 1991 - 1992 • Coordinator, NUM MP, 1993 - 1996 • Coordinator, NUM GP, 1997 - 2004 • Secretariat Pillar Head, NUM HQ, 2005 - 2011
152	<ul style="list-style-type: none"> • Higher Diploma in Economics, University of London (Current) • Hons in Economics, Incomplete • B-Tech in Education • Diploma in Education Commerce 	<ul style="list-style-type: none"> • Educator, WC Joe Slovo High School, 1996 - 1997 • Educator/Lecturer, Leaf College of Commerce Engineering, 1997 - 2000 • Parliamentary Officer, National Youth Commission, 2000 - 2003 • Member of Parliament, 2004 - 2009 • Head of Office, Ministry of Police, 2009 - 2011 • Research & Speech Writer, Ministry of Sports & Recreation • Member of Parliament 2014 • Deputy Minister of Police, Ministry of Police, 2017 - Date

NO.	QUALIFICATION	WORK EXPERIENCE
153	<ul style="list-style-type: none"> • Bed Hons Education Management • Diploma in Educational Management • Teachers Diploma in Senior Primary Education • Matric, Nirvana Secondary School 	<ul style="list-style-type: none"> • Lecturer Adult Education, Apex Branch, 1993 - 1998 • Cash Teller & Administrative Work, United Building Society • Educator, Apex Primary School, 1985 - 2012 • Head of Department, Apex Primary School, 2012 - Current • Member of SADTU, ANC, Presiding Campaign Officer 1994
154	<ul style="list-style-type: none"> • Master of Town & Regional Planning • Master of Public Administration • BA Hons Mass Communication • SA Air Force College 1995 	<ul style="list-style-type: none"> • ANC DIP, Angola, Madagascar, Zambia, Tanzania, 1978 - 1992 • Head of News at Transkei Broadcasting Corporation, 1993 • Media Liaison Officer at SA Air Force HQ, 1995 • Senior Manager of External Comm at Eskom Megawatt Park, 1998 - 2002 • Town Planner & Property Developer, 2002 - Date
155	<ul style="list-style-type: none"> • PhD in Communication • MA in Journalism • Diploma in International Relations 	<ul style="list-style-type: none"> • Radio Journalist Freedom of ANC 1976 - 1978 • Journalist with External Service of Radio Sofia, 1980 - 1989 • Information Officer in ANC Sydney and Australia, 1989 - 1991 • Journalist at SABC Radio, 1992 - 1995 • Diplomat with DIRCO, 1996 - 2000 • Counsellor at SA Embassy in Brussels, 2000 - 2005 • Counsellor at SA Embassy in Luanda, Angola • Head, SABC Int News, 2006 - 2010 • Senior Researcher, Legacy Projects, 2013 - 2016 • Present Copy Editor, ANC HQ, 2019 - Present
156		<ul style="list-style-type: none"> • Pharmacist, Zimbabwe, 1986 - 1991 • Research Officer, Centre of Health, 1991 - 1995 • Chief Director of Registration, Dept of Health, 1995 - 1999 • Managing Director & Deputy Chief Executive, Vuna Healthcare, 1999 - 2002

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> • New Business Development Manager, Clinix Health Group, 2002 - 2004 • Vice President, Viral Genetics, 2006 - 2007 • Dupty Regional Technical Advisor, Lesotho, 2007 - 2011 • County Director, SIAPS, 2011 - 2016 • Consultancies in Pharmacceutical Policy & Systems & Strength, 2017 - Date
157	<ul style="list-style-type: none"> • Masters in Arts Degree, Psychology & Contemporary Studies • Milton High School, 1987 	<ul style="list-style-type: none"> • Sales & Marketing, Gillette SA, 1994 - 1995 • Direct Sales & Marketing, Industrail Sales, BP SA, 1997 - 1998, 1998 - 1999 • Sales & Marketing Manager, SAB, 1999 - 2001 • Occasions Based Marketing Manager, Sales & Marketing Manager, SAB, 2001 - 2003 • National Market Development Manager, Old Mutual 2003 - 2004 • General Manager Market, Vice PresidentInt Sales, SAA, 2004 - 2005, 2005 - 2007 • Executive Director Motorola SA, Managing Director, Motorola, 2007 - 2012, 2012 - 2016 • Founder, Value ED, 2009 - Present • Chief Commercial Officer, Adcorp Holdings Group, 2018 - 2019 • Executive Director, Stanton Chase, 2016 - Date
158	<ul style="list-style-type: none"> • MCom in Logistics • MPhil (Philosophie) • Post Grad in Managrement Studies • National Diploma in Cost & Management Acc 	<ul style="list-style-type: none"> • Founder & CEO, LPG Holdings (Pty), 2018 - Date • Manager, Strategic Enterprise & Supplier Development, 2017 - 2018 • Founder & Executive Chairman, LPG Holdings, 2014 -2017 • Head of Transport & Logistics, Cargill RSA, 2014

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Statagic Execution Coarse, UP • Certificate in Transport & Logistics • Certificate in Corporate Goverance • Ernst & Young, Payment Fraud & Cyber Crime 	<ul style="list-style-type: none"> • Group Manager & Head of Logistics, Project Head of Logistics Business Improvement, Arcelormittal 2010 - 2014 • Founder & CEO, LPG Holdings 2009 - 2010, 2006 - 2008 • CEO, Cross Boarder Road Transport Agency, 2008 - 2009 • Executive Manager Operations, Transnet SOC, 1999 - 2006
159	<ul style="list-style-type: none"> • Security Management Diploma, Algonquin College, Canada • Post Diploma Info Systems Security, Canada • Fashion Design, Lisof (Incomplete) 	<ul style="list-style-type: none"> • Founder, CEO & Creative Director, Oscar & Rose (Pty) Ltd, 2015 - Date • Founder & CEO, Sashay Boutique, 2007 - 2009 • Info Communication Technology Junior Security Specialist, SARB, 2001 - 2004 • Info Security Analyst, State Info Technology Agency, 2000 - 2001 • Has lived in Zambia, Sweden & Canada
160	<ul style="list-style-type: none"> • Pre- Phd, Rhodes 2018 • Masters in Public Administration • Coarses; Info Technology, Theories of Leadership, Project Management, Public Finance Management, Public Policy, Monitoring & Evaluation, Research Methodology • Advanced Cert in Goverance & Public Leardship, WITS • Higher Diploma in Education 	<ul style="list-style-type: none"> • MEC, EC Sports Recreation Arts & Culture, Provincial Gender Machinery Chairperson, 2018 - 2019 • EC Provincial Legislature, 2004 - 2018 • Deputy Speaker, 2010 - 2018, • Deputy Chief Whip, EC, 2009 - 2010 • Chairperson of Education Committee, EC, 2008 - 2009 • Deputy Director, Special Programmes Unit, Dept Economic Development • Teacher, 1991 - 2000

NO.	QUALIFICATION	WORK EXPERIENCE
161	<ul style="list-style-type: none"> • BA Arts, Free State • Post Grad Diploma in Governance • Higher Certificate in Governance 	<ul style="list-style-type: none"> • Housing Manager, Mangaung Local Municipality, 1998 - 2005 • Chairperson of Public Works Portfolio Committee, 2006 - 2009 • Chiefwhip, Free State Legislature, 2009 - 2014 • MP, 2014 - 2019
162	<ul style="list-style-type: none"> • Travel Certificate IATA • Matric, Rosebank College, Cape Town 	<ul style="list-style-type: none"> • Computer Operator, SASOL Secunda, 1986 - 1992 • Sales Rep, Rittle Marketing, 1993 - 1994 • Sales Rep, World Travel, 1994 - 1995 • Innovation Trainer & Faciliator, Discovery Training, 1996 - 2011 • Discretionary Grant Manager, LGWSETA, 2002 • Chief Community Development, Govan Mbeki Municipality, 2003 - 2009 • MP, 2009 - 2019 • Chairperson of Trade & Industry Sub Committee on Debt Relief, 2017 - 2018 • SACP, Central Committee Member, 2012 - Present
163	<ul style="list-style-type: none"> • Matric, Makabelane High • Leadership Roles, Labour Relations & Rep of Members, Ditsela & CCMA 	<ul style="list-style-type: none"> • Admin Clerk, Dept of Education Qwaqwa, 1989 - 2008 • FS Provincial Secretary, National Education Health & Allied Workers Union, 2008 - 2013 • Deputy General Secretary, NEHAWU, 2013 -2014 • Ideology & Training Officer, NEHAWU, 2017 - 2020 • Branch Secretary, NEHAWU, 1990 - 1995 • Maluti Regional Secretary, NEHAWU, 1995 - 2002

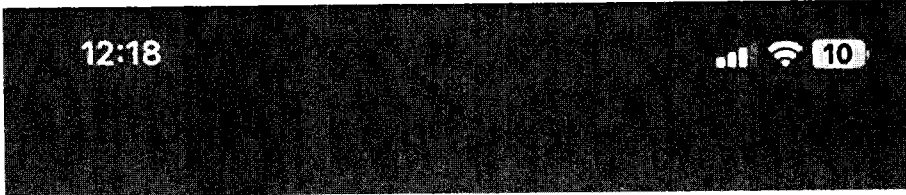
NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none"> Provincial Chairperson, NEHAWU, 2002 - 2008
164	<ul style="list-style-type: none"> N2 - Basting Certificate, Welkom Technicon College Matric, 1978 	<ul style="list-style-type: none"> Minister of Agriculture, Forestry & Fisheries, 2014 - 2018 Safety Officer, AngloGold Ashanti, 1994 - 2014 Dchairperson of SACP, 2016 Deputy President of Industry All Federation, 2013 - 2014 President of Sub-Saharan African Region of Int Chemical Energy Mineworkers President of National Union of Mineworkers, 2000 - 2014 Chairperson of Welkom Council, 1996
165	<ul style="list-style-type: none"> Master of Commerce, Cum Laude Masters in Public & Development Management Post Graduate Diploma in Public Policy & Development Management Cert of Competance on a Provincial Government in Transition Executive Programme Cert of Competance in Public Service Management Cert of Competance on Change & Performance Management in Public Sector Reform Cert of Attendance in Coprorate Goverance by executives 	<ul style="list-style-type: none"> Advisor to Min of Public Enterprise, Present Part-time Advisor to Min of Higher Education, Trainin, Science & Technology, 2019 (Aug - Nov) Deputy Minister of Economic Development & MP, 2014 - 2019 MPL Mpumalanga, 2004 - 2014, MEC for Finance, COGTA, Human Settlements, Public Works, Agriculture & Land and Culture, Sports & Recreation Director of Communication in Premiers Office and Spokesperson, 1994 - 2000 Director of Policy & Strategic Management, 2000 - 2004 Executive Director of Masincazelane Investment Pty, Unpaid Chairperson of Board of Directors of Petroleum Agency SA
166	<ul style="list-style-type: none"> MBA (Current) Post Graduate Diploma in General Management 	<ul style="list-style-type: none"> Board Member (Member of Audit & Risk, Fiance & Remunerains & Nominations Committes), SA Forestry Company, 2018 - Present Board Member, Airports Company SA, 2018 - Present

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Cert in Cybersecurity • Bachelor of Social Science in Politics & Economics • Matric • Training in Corp Govance, Director, Ethics, Finance for Directors, IT Goverance, Risk Management & Public Finance Management Act 	<ul style="list-style-type: none"> • Board Member, Venezuela (SA Chamber or Commerce), 2018 - Present • Board Member, NYDA, 2017 - 2020 • National Council, National Forests Advisory Council, 2015 - 2018 • President, Pan African Youth Union, 2013 - 2015 • Executive Director of Masincazelane Investment Pty, Unpaid • Director Stakeholder Management, Office of the Minister of Higher Education & Training, 2020 to present • Deputy Executive Chairman, NYDA, 2009 - 2012 • Executive Chairman, NYDA, 2013 - 2016 • National Committee, SA Union of Students, 2006 - 2009
167	<ul style="list-style-type: none"> • Cert, Globalisation & Development Economics, Global Labour University • Cert Education Methodologies & Labour Education • Cert Danlep Organiser, Educator, Political Economy , Organisational Development • Cert Employment and Social Security Law & Adult Education • Cert Development Studies • Cert Youth Leadership Training • Cert Fine & Commercial Arts 	<ul style="list-style-type: none"> • Strategic Advisor Services in Argriculture & Fisheries, Nov 19 - Present • Chairperson of SACP WC, 2015 - Present • Special Advisor, Ministry of Agriculture, Forestry & Fisheries, 2014 - 2018 • Labour Coordinator & Agri-Business, 2009 - 2014SA Wine Industry Trust, 2009 - 2014 • COSATU, Provincial Educator, 1997 - 2000 • Programme Officer & Provincial Programme Manager, Development Institute for Training, Support, Education for Labour • Provincial Organise, SA Democratic Teachers Union, 1993 - 1997 • Youth Organiser, Western Province Council of Churches, 1987 - 1992 • Commercial Artist, Puma Pty Cape Town, 1983 - 1986
168	<ul style="list-style-type: none"> • Master of Law 	<ul style="list-style-type: none"> • Political Imprisonment, Robben Island 1983 - 1991

NO.	QUALIFICATION	WORK EXPERIENCE
	<ul style="list-style-type: none"> • Bachelor of Law • Bachelor of Arts • Post Grad Diploma in Management Practice 	<ul style="list-style-type: none"> • ANC Whip, Chairperson of Committes on Public Enterprise, DTI & Public Works • Convener of ANC Parliamentary Economic Cluster & Political Committee • Deputy Ministter of Public Enterprise, 2011 - 2012 • Minister of Transport, 2012 to 2013 • Minister of Energy, 2013 - 2014 • Deputy Minister of Pubic Enterprise, 2017 - 2018
169	<ul style="list-style-type: none"> • N3Technical Matric • Diploma in Accounting & Business • Advanced Workbook Excel, Waiting for Results • Primary Health Care Services Management, Wits (PMDS) • Management Accounting Finance, Varsity College • Short Courses, Customer Service, Cashier Course, Sales Training, Credit Control Seminiar, Financial Administration, Leadership Skille, Meeting Procedure & Report Back, Labour Relations Act, Employment Equity Act, Gender Studies, Sexual Harrassment, Domestic Violence, TV Production, Basic Conditions of Employment, Political Economy, Parental Rights, Counselling 	<ul style="list-style-type: none"> • workmens's Compensation Fund Clerk, Dept of Labour • Sales Rep, Old Mutual • Credit Controller, Ellerines Holdings • PA to Provincial Secretary, COSATU NW • PEC Member, SACP NW Province • Councillor and then later MMC, Kerksdorp City Council (Chairperson for Health Portfolio Committee, Finance, Audit & Fresh Produce Market • MEC Sports, Arts & Culture • MP, Portfolio Committee for Home Affairs • Head of Office for the Deputy Minister, Economic Development Dept

NO.	QUALIFICATION	WORK EXPERIENCE
170	<ul style="list-style-type: none"> • COSC O Levels, Swaziland • London University O Levels, Lesotho • Diploma Institute of Tourism & Hotel Management, Austria • Cert Lausanne Hotel School, Switzerland • Masters in Tourism, Rome, Italy • Cert in Commerce, French Ministry of Finance, Economy & External Trade 	<ul style="list-style-type: none"> • Clerk, Matsieng Development Trust, Royal Palace Lesotho, 1975 • Management Trainee, Lesotho Hotels, 1976 • Manager Molimo Nthuse Lodge, 1978 • Development Officer, National Sports Congress, Johannesburg, 1991 - 1993 • Executive Director Southern Africa Tourism Services Associations, Sandton, 1994 - 1995 • Vice Chairman Gauteng Tourism Authority & Jhb Tourism Council, 1995 • Charge de Mission, Fresnch Trade Commission, Sandton • Charge de Mission, Fresnch Trade Commission, Sandton, 1997 - 2000 • Charge de Mission, Fresnch Trade Commission, Sandton, 1997 - 2000 • Special Projects in Free State, NW & Midrand, 2011 - 2014 • Evaluation Mission to France & Burkino Faso for DBSA & FDA, 2015 • Coal Broker for Congolese Clients exporting to China, 2018 • Student Activist, Paris 14th District, 1980 • Assisted Cde Benny de Bruyn ANC Chief Representatives in Rome, 1987 - 1990 • Founder of ANC Branch in Sandton, 1994 - 2015 • Played Various diplomatic roles over the years • Speaks Sesotho, English, French, German and Italian
171	<ul style="list-style-type: none"> • Masters in Goverance & Political Transformation • Diploma in Project Planning & Management • Diploma Leaders in Development • Diploma Senior Management in Government • Diploma in Accounting 	<ul style="list-style-type: none"> • Speaker, NW Legislature, 1994 - 1999 • ANC NW PEC, 1998 - 2005 • Deputy Chairperson of ANC NW, 1998 - 2005 • SACP Central Committee Member, 1998 - Date • MEC COGTA, Public Works, Transport, 1999 - 2007

NO.	QUALIFICATION	WORK EXPERIENCE
		<ul style="list-style-type: none">• MP, 2009 - 2014• Chairperson of ANC Caucus, Chairperson of Portfolio Committee for Rural Development and Land Reform, 2011 - 2014• Lead process of consultation with regards the reopening of land claims, 2012• Advisor to Min of Agriculture, Forestry & Fisheries, 2014 - 2019 • Regional Education Officer, NUMSA, 1988 - 1991• National Organiser, NUMSA, 1993 - 1994



< 334 [Profile Picture] [Redacted Name] [Video Call Icon] [Voice Call Icon]

You

The Development Committee supports the NYTT recommendations and added the following names;

Adding them for 🤖? This must be on letterhead and signed by SGO

14:37

NYDA board, I was told that they are currently doing interviews.

14:48 ✓✓

You

NYDA board, I was told that they are currently doing interviews.

Yes they are. No names can be added

14:49

The 3 names added are from the already 30 shortlisted.

The Deployment Committee was just endorsing the NYTT list Cde

[Redacted] brought to us and suggested 3 additional names from the 30 shortlisted.



14:52 ✓✓



12:18

📶 🔋 10

📞 [redacted] 00:27

< 334



[redacted]



Those who are interviewed went through Shortlisting and list adopted for interviews therefore no new names can be added 14:55

Noted, thank you 🙏 15:00 ✓✓

As per directive by DSG we received a written submission for shortlisting 15:01

04 Aug 2020

Morning Ma

For the Auditor General, the Deployment Committee recommends Ms T [redacted]

10:29 ✓✓

You
Morning Ma
For the Auditor General, the Deployment...

We are still to Shortlist today. Her name is on the list to be shortlisted . No interviews as yet.



12:18

📶 📶 10

00:35

< 334



[Redacted name]



04 Aug 2020

Morning Ma

For the Auditor General, the
Deployment Committee
recommends Ms T [Redacted]

10:29 ✓✓

You

Morning Ma

For the Auditor General, the Deployment...

We are still to Shortlist today. Her
name is on the list to be
shortlisted . No interviews as yet.
Message noted

11:43

Thank you 🙏 11:43 ✓✓

07 Aug 2020

⊖ This message was deleted. 09:51

17 Aug 2020



The Deployment Committee
supports the recommendation of



12:18

Signal strength, Wi-Fi, and 10% battery icons

Tumi Masilela — 00:43

< 334



17 Aug 2020

The Deployment Committee supports the recommendation of Ms [redacted] and also recommends Ms [redacted] for the Part-Time Information Regulator.

Thank you Ma

16:08 ✓✓

You

The Deployment Committee supports the recommendation of Ms [redacted] also recommends Ms [redacted] for...

Noted thanks. Please drop me email for records



16:58

You

The Deployment Committee supports the recommendation of Ms Allison Tilley and also recommends Ms Katlego Dolamo for...

Hello [redacted] There is Only 1 vacancy for a Part Time Information Regulator .

17:30



Yes, the committee is aware. In the



12:18



00:50

< 334



[Redacted name]



17 Aug 2020

Yes, the committee is aware. In the event that [Redacted] isn't successful for any reason then Ms [Redacted] is the next recommendation.

17:32 ✓✓

You

Yes, the committee is aware. In the event that [Redacted] successful for any reason then Ms Dolamo is the next recom...

Please send a clear email on this

17:33

The Deployment Committee is hesitant about putting things in writing. I will however consult and get back to you.

17:50 ✓✓

26 Nov 2020

Your security code with [Redacted]. Tap to learn more.

20 Jan 2021



Your security code with [Redacted]. Tap to learn more.



Dear DSG

As discussed please find attached hereto the advert of the post of Director General in the Department of Justice for the deployment committee to take note and encourage those who qualify to apply.

THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

POST: DIRECTOR GENERAL: DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

REFERENCE: 2006/06

CENTRE: NATIONAL OFFICE PRETORIA

**SALARY: R1 878 513 – R2 228 820 per annum (All inclusive).
The successful candidate will be required to sign a performance agreement.**

REQUIREMENTS:

- An undergraduate Legal qualification (NOF 7) and a post-graduate legal qualification, NOF 8.
- 6-10 years' experience of senior managerial and leadership level, of which 3 years must be with any organ of state as defined by the Constitution.
- Admission as a Legal Practitioner (Attorney or Advocate) will be an added advantage.
- Sound knowledge and understanding of the South African Constitutional and legal systems.



- Oversee the provision of State Law Advisory and Support services.
- Ensure effective corporate governance through legal management, risk management, audit, systems and procedures.

REQUIREMENTS: An 8 Months (012) 357 8630

APPLICATIONS: Closing and relevant reference numbers. Direct your application to DLCP@200606@justice.gov.za

012 357 8630

NOTE: Interested applicants must submit their applications for employment to the email address specified in each post. The email DLCP@200606@justice.gov.za is for general and signed Form 203, obtainable from any Public Service Department or on the internet at www.dta.gov.za. CV with a font size of 10 and A4 in white font, copy of Identity Document, Senior Certificate and the relevant required qualifications as well as

Yes

SIL freezes bank accounts linked to Gauteng Health Department Covid-19 border scandal

Aug 21, 2020

Joburg - The Special Investigating Unit (SIU) said on Friday it had obtained an interim court order freezing the bank accounts of 46 companies involved in suspect tenders to supply personal protective equipment to the Gauteng Department of Health during the Covid-19 pandemic. [Read more](#)

pdf

pdf

Appointments 21.09.2020.
(Profile Summary).doc

Sent from my iPhone



Email (W):

Mobile / Whatsapp (H): +

Mobile / Whatsapp (W): +27



11:32

< 333

Signal strength, Wi-Fi, and battery icons



13 Jul 2020

Afternoon Codes

Please find the list for the MDDA board. The list is of 10 names however only 4 will be appointed.

Please give input by end of Business day tomorrow.

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]
8. [REDACTED]
9. [REDACTED]
10. [REDACTED]

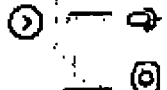
Regards

[REDACTED]

17:58 JF

17 Jul 2020

You



+



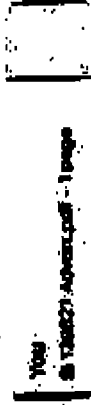
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< 333



17 Jul 2020



Morning Crisis

Reminder that this post for Auditor General is closing today. Please encourage comrades to apply.

Regards



10:15 AM

NY

1:53

25 Jul 2020

Evening Code's

Please note that you were all sent emails this morning requesting urgent input into the NYDA board. Please do make input ASAP.

Regards

10:04 AM

+



11:32

< 333



10:10 AM



28 Jul 2020

Morning Codes

Please note that emails which require your input were circulated yesterday for urgent input.

Regards

Evening Codes

I have just emailed all members documents with regards to the DG of Home Affairs. Please do give input before Wednesday the 5th of August.

Regards

Thapelo

Was do Cde [Redacted] 15:20

15 Aug 2020

Forwarded



11:32

100%

< 333



20 Aug 2020

Evening Comrades

Hope you are well and safe.

Would just like to remind members of the advert for the DG of Communications which was presented in the last meeting. The deadline for applications is tomorrow.

Kind regards



10 21:37

1. Advert for DG of Comm.docx
2 pages - 25 KB - docx



27733

09 Sep 2020

Your security code with S&W changed. Tap to learn more.

28 Sep 2020

Code good evening. I saw the PRU email I will not be



11:32

< 333



16 Oct 2020



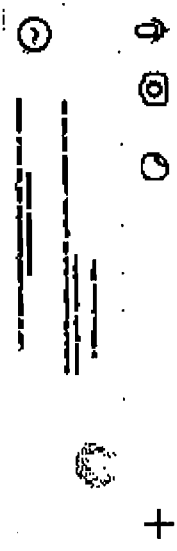
Afternoon Codes

Please find the above and encourage comrades to get themselves nominated and notify me of the comrades who have been nominated.

Stay safe, regards

17:01

24 Oct 2020



+



11:32

< 333

📶 🔋 🔒

📧 📞

24 Oct 2020



LIST OF 19 SHORTLISTED
CANDIDATES.pdf
1 page · 31 KB · pdf

🕒 13:06

Afternoon Cides

Please find attached and comment
before end of business on
Monday. There is only one
vacancy.

Kind regards

03 Nov 2020

Morning Cides

Please send names and cv's of
colleagues who would be
interested and qualify for the
following positions: 🗳️

+

📧 📞 📷 📎

11:32

100%

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SA [REDACTED]



03 Nov 2020

Morning Cde

Please send names and cv's of candidates who would be interested and qualify for the following positions:

- CEO of SA Weather Services
- CEO of SA National Bio Diversity Institute

Please do send to myself on [REDACTED] before end of day on Thursday.

03 11:20 AM

13 Nov 2020

[REDACTED] can't take r call . I am churning, please text

11:26

Sorry, was checking if you are attending the Deployment Committee on Monday at 8?

10:07

Yes, I am cde [REDACTED]



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1. **THE COMPANY**

The Company is a public company organized under the laws of the State of New York. Its principal office is located at 1234 Main Street, New York, New York. The Company's principal business is the operation of a public utility.

The Company is a member of the New York Public Service Commission. The Commission is a quasi-judicial body which regulates the public utility industry in the State of New York. The Commission has the honor to certify that the Company is a public utility.

The Company is a member of the New York State Bar Association. The Bar Association is a voluntary association of lawyers and judges in the State of New York. The Bar Association has the honor to certify that the Company is a public utility.

2. **THE STOCK**

The Company has a total of 1,000,000 shares of common stock outstanding. The shares are listed on the New York Stock Exchange. The Company's common stock is a security of the State of New York.

The Company's common stock is a security of the State of New York. The State of New York has the honor to certify that the Company is a public utility.

1. The first part of the document is a list of names and titles.

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11:32

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26 Jan 2021

Altamoran Code

Please verify that the listed email is the correct one, if not, please provide the correct one for Deployment Committee Communication.

Thank you

12:31



Deployment Committee Members Emails.docx
1 page · 17 KB · docx

12:37

My email address is correct Code



1:00

Thank you

1:33

28 Mar 2021

Code I see you are trying to get a response from me. I am currently in the NEC, I must still try and move meetings tomorrow. I will come back immediately to you



+



11:31

< 333

Signal strength, Wi-Fi, and battery icons



30 Jun 2020

Morning Cotes

Please find attached adverts and encourage contractors to apply directly and inform me of the contractors you have advised to apply.

Regards

10:58 AM



DG Advert - Lutbulk.pdf
1 page - 231 KB - pdf

10:56 AM



Justice.jpg
100 KB - jpg

10:55 AM

05 Jul 2020



11:31

< 333



05 Jul 2020



139821 Advert.pdf
3 pages - 205 KB - pdf

18:05

Evening Codes

Please find the document and encourage comrades that qualify to apply directly and inform us on who you have recommended.

Keep safe,



18:05

Thank Code [Redacted]



18:05

13 Jul 2020



+

11:32

100% 9/12

< 333

📧 📞

26 Jan 2021

Afternoon Cole

Please verify that the listed email is the correct one, if not, please provide the correct one for Deployment Committee Communication.

Thank you 🙏

11:31 ✓



Deployment Committee Members Email List
1,000 - 17 Feb - 2021

11:31 ✓

My email address is correct Cole

11:32

Thank you 🙏

13:11 ✓

28 Mar 2021

Cole I see you are trying to get a response from me. I am currently in the NEC, I must still try and move meetings tomorrow. I will come back immediately to you



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The Commission on the Status of Women, United Nations, was established in 1946 and has since that time been working to promote the advancement of women in all spheres of life. The Commission has held numerous sessions and has produced many reports and recommendations. The Commission's work is carried out through its various organs, including the Working Group on the Status of Women, the Informal Group of Experts, and the Commission's Secretariat.

100-100000-100000

4
The Commission on the Status of Women, United Nations, was established in 1946 and has since that time been working to promote the advancement of women in all spheres of life. The Commission has held numerous sessions and has produced many reports and recommendations. The Commission's work is carried out through its various organs, including the Working Group on the Status of Women, the Informal Group of Experts, and the Commission's Secretariat.

5
The Commission on the Status of Women, United Nations, was established in 1946 and has since that time been working to promote the advancement of women in all spheres of life. The Commission has held numerous sessions and has produced many reports and recommendations. The Commission's work is carried out through its various organs, including the Working Group on the Status of Women, the Informal Group of Experts, and the Commission's Secretariat.

10/24/83

Mr. J. Edgar Hoover, Director, FBI

Washington, D.C.

Dear Mr. Hoover:

I am writing to you regarding the information received from the Department of Defense, which indicates that the Department is planning to conduct a study of the effectiveness of the FBI's current procedures for the handling of confidential informants. I am sure that you will find this information of interest.

Sincerely,
[Signature]

Special Agent in Charge

FBI Office

10/24/83

cc: [Redacted]

cc: [Redacted]

cc: [Redacted]

cc: [Redacted]

Administrative Information

You are hereby notified that the JAG
will be performing a site visit to
the facility on the date and time
indicated below.

DATE: 27 March 2025
TIME: 08:00
LOCATION: [Redacted]

It is requested that you
prepare your facility for
the visit by ensuring that
all records are up to date.

Should you have any questions,
please contact the JAG at
[Redacted].

Very truly yours,
[Redacted]

[Redacted]

[Redacted]

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1. The first part of the document is a letter from the Secretary of the State to the Governor, dated 10th March 1870, in which he informs him of the receipt of a copy of the Report of the Commission on the Administration of Justice, and asks for his views thereon.

2. The second part is a copy of the Report of the Commission, which is a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in this country.

3. The third part is a copy of the Report of the Commission on the Administration of Justice in the Colonies, which is also a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in the Colonies.

4. The fourth part is a copy of the Report of the Commission on the Administration of Justice in the Indian Empire, which is also a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in the Indian Empire.

5. The fifth part is a copy of the Report of the Commission on the Administration of Justice in the Straits Settlements, which is also a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in the Straits Settlements.

6. The sixth part is a copy of the Report of the Commission on the Administration of Justice in the Federated Malay States, which is also a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in the Federated Malay States.

7. The seventh part is a copy of the Report of the Commission on the Administration of Justice in the North Borneo Chartered Company, which is also a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in the North Borneo Chartered Company.

8. The eighth part is a copy of the Report of the Commission on the Administration of Justice in the North Borneo Chartered Company, which is also a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in the North Borneo Chartered Company.

9. The ninth part is a copy of the Report of the Commission on the Administration of Justice in the North Borneo Chartered Company, which is also a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in the North Borneo Chartered Company.

10. The tenth part is a copy of the Report of the Commission on the Administration of Justice in the North Borneo Chartered Company, which is also a very valuable and interesting document, and contains many suggestions for the improvement of the Administration of Justice in the North Borneo Chartered Company.

1. The first part of the document is a list of names and addresses, which appears to be a directory or a list of contacts. The names are listed in a column, and the addresses are listed in a column to the right of the names. The names are: [Illegible names]

2. The second part of the document is a list of names and addresses, which appears to be a directory or a list of contacts. The names are listed in a column, and the addresses are listed in a column to the right of the names. The names are: [Illegible names]

3. The third part of the document is a list of names and addresses, which appears to be a directory or a list of contacts. The names are listed in a column, and the addresses are listed in a column to the right of the names. The names are: [Illegible names]

4. The fourth part of the document is a list of names and addresses, which appears to be a directory or a list of contacts. The names are listed in a column, and the addresses are listed in a column to the right of the names. The names are: [Illegible names]

5. The fifth part of the document is a list of names and addresses, which appears to be a directory or a list of contacts. The names are listed in a column, and the addresses are listed in a column to the right of the names. The names are: [Illegible names]

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1. **Introduction**
 The purpose of this document is to provide a comprehensive overview of the project's goals, objectives, and scope. It is intended for the project team and stakeholders.

2. **Objectives**
 The primary objectives of this project are to:

- Develop a functional prototype of the system.
- Conduct thorough testing and validation.
- Deliver a final report and presentation.

3. **Scope**
 The project will focus on the development and testing of the core system components. It will not include the design of the user interface or the implementation of the database.

4. **Timeline**
 The project is scheduled to begin on [Date] and will conclude by [Date]. Key milestones include:

- Start of development: [Date]
- Completion of prototype: [Date]
- Final testing and report: [Date]

5. **Conclusion**
 This document serves as a guide for the project team and stakeholders, ensuring that all parties are aligned with the project's goals and objectives.

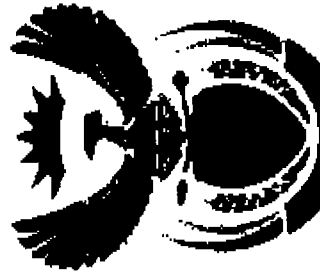
1987
The Department has decided to
re-examine the proposed
changes to the regulations
governing the use of
the word "person" in
the regulations. The
Department is currently
conducting a study of
the proposed changes
and will report to the
Commission on the
results of the study.

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Good day Thapelo

Kindly find herewith correspondence as discussed.

Thank you and kind regards.



**communications
& digital technologies**

Department

**Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA**

Xantir

Subject: Appointment of the GCEO

Good day Dawood

I trust that this mail finds you in good health.
Kindly find herewith correspondence on the
appointment of the GCEO.

Thank you and kind regards.



**communications
& digital technologies
Department**

Good day

I trust that this mail finds you in good health.

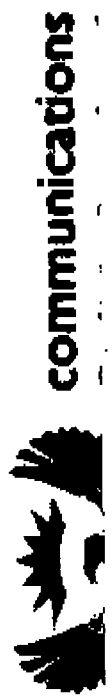
Please be advised that the Director General position will be advertised on the weekend of 7 August, via Sunday tabloids, DPISA, and social media. The specification has not changed, so you are more than welcome to circulate the same advert I sent earlier.

Minister requests to also present the candidates for the South African Post Office (SAPO) Board. There are 3 vacancies that arose from resignations of the Board members that were appointed last year. Lastly, she wishes to present the Chief Executive Officer candidates for National Electronic Medica Institute of South Africa (NEMISA).

communication from your esteemed office on sending the advertisements to the committee was received after the fact. Please convey our sincere apologies on the one.

May you kindly indicate when the next sitting of the committee will be, so that we can arrange accordingly.

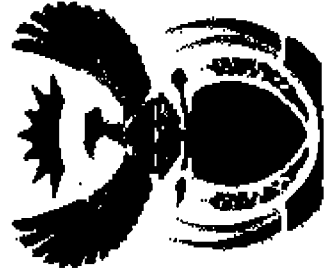
Thank you and looking forward to your response.



Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards.



communications
& digital technologies

Department

Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA

and Non-Exec board position ●

Both please

Noted

Just sent you the documentation
to your hotmail

please confirm receipt

Got it thank you

Dear

As discussed, please find attached the memo on NLC Chair and Board selection process and annex of nominations received for each position.

We have included detail of the shortlisted individuals in the actual memo itself.

Kind regards,

National Lotteries Nominations

Well received, thank you

Sent from my iPhone

Xanti <

Subject: Appointment of the GCEO

Good day

I trust that this mail finds you in good health.
Kindly find herewith correspondence on the
appointment of the GCEO.

Thank you and kind regards.

IT

IT



**communications
& digital technologies**
Department

Department of Communications and Digital Technologies

Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards,

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communications
& digital technologies

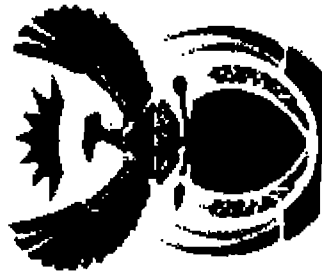
Department

Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA

Good day

Kindly find herewith correspondence as discussed.

Thank you and kind regards.



communications
& digital technologies

Department

Communications & Digital Technologies
REPUBLIC OF SOUTH AFRICA

Xanti <

Subject: Appointment of the GCEO

Good day

I trust that this mail finds you in good health.
Kindly find herewith correspondence on the
appointment of the GCEO.

Thank you and kind regards.

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**communications
& digital technologies
Department**

Department of Communications and Digital Technologies

any loss, whether it be direct, indirect or consequential, arising from this e-mail, nor for any consequence of its use or storage.



Documents

----- Forwarded message -----

From:

< >

Date: Sat, 19 Sep 2020, 14:18

Subject: FW: Amatola Water Documents

To:

< >

Executive Personal Assistant: Ministry of Defence

Cell:

Begin forwarded message:

It's the same list as Prasa. The
same people should have applied.
It was communicated to

So it's these ones:-

 pdf

CBRTA Board
Recommendation.pdf

Morning

Can we have the long list

Eish. I'll need to get that from

Mancotywa is part of the
Deployment Database

Great. But he wasn't in the list you

aww...

Dear

As discussed, please find attached the memo on NLC Chair and Board selection process and annex of nominations received for each position.

We have included detail of the shortlisted individuals in the actual memo itself.

Kind regards,

--

Email (W):

Mobile / Whatsapp (H): +27-

Mobile / Whatsapp (W): +27-

pdf

pdf

pdf

National Lotteries Nominations

Well received, thank you

Sent from my iPhone

Evening Co

Please find the attached documents, which are all **CONFIDENTIAL**.

If there are any names you would like to suggest or make any comments please do send an email to [REDACTED] Thank you

Kind regards

[REDACTED]
[REDACTED]

Office of the DSG

Sent from Mail for Windows 10

<9. Database V1 SB.pdf>

Evening Co

Please find the attached documents, which are
all **CONFIDENTIAL**.

If there are any names you would like to
suggest or make any comments please do send
an email to [REDACTED] Thank
you

Kind regards

[REDACTED]
[REDACTED]

Office of the DSG

Sent from Mail for Windows 10

<9. Database V1 SB.pdf>

Documents - S Buthelez,

Thank you 


Sent from my iPhone

On 25 Mar 2020, at 18:38, Thapelo Masilela

 wrote:

Evening Cde

Please find the attached documents, which are all **CONFIDENTIAL**.

If there are any names you would like to suggest or make any comments please do send an email to  Thank

Ok, so it's not to late for these comrades to be considered

11:32 ✓

If they didn't submit the applications as prescribed in the advert then they cannot be considered.

11:33

Yes, true. 11:33 ✓

I take it all the names we received including the ones on 20 May are from the DSG?

11:40

Afternoon Cde
10 Oct 2019

I am [REDACTED] from the office of the DSG. Please provide the following with regards to your presentation.

As the deployment committee we require you to present the following;

- Advert of each post
- applicants
- shortlist of applicants
- preferred appointments.

This will be required for each board.

16:25 ✓✓

The next committee is sitting on Monday morning at 8:00 at Luthuli House.

Please ensure that we get the documents by Saturday latest.

16:26 ✓✓

Thanks [REDACTED] I will request my office to send the info. Please drop me your email address

16:31



16:32 ✓✓



13:36

📶 📶 📶 25

< 336



[Redacted name]



12 Oct 2019

Afternoon Cde

Are we winning with the documents?

12:32 ✓✓

13 Oct 2019

Morning Cde, the team just submitted a list of all applicants with no indication of who meets the requirements or not. I then directed that they work on that and submit to the office at 12:00. It is only after I have checked them that I will be able to send you as per the listed requirements. That's likely to be around 15:00

05:24

11 Dec 2019

Your security code with [Redacted]
Tap to learn more.

26 May 2020



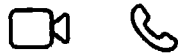
Morning Cde [Redacted]



15:55

62%

< 336



Pls allow for us to share documents 09:55

Or u will share on your side? 09:56

Made you a co host 09:56 ✓✓

Will you use the same devise 09:56 ✓✓

Is this 10 page document fine? 09:57 ✓✓

Start with the advert 09:57

I lift his camera, we see his nose 10:00 ✓✓

As long as u can hear the voice 10:01

I don't have the documents you have now.

Only have [redacted] assessment 10:01 ✓✓

The officials are fighting us. Th all waiting for us 10:01 ✓✓

Sorry about the delay, all the best



15:56

63%

< 337



encrypted. No one outside of this chat, not even WhatsApp, can read or listen to them. Learn more.

Hi Cde [redacted] I have just spoken to DSG and she requested that call you, my name [redacted] from Minister [redacted] office. DSG indicated that you sent a list of names and short CV to the Minister, who in the office did you send them to

11:40

22 May 2020

Morning

What is your email address?

08:07 ✓✓



08:14

Thank you

I have sent you the list

08:34 ✓✓

Please check both sheets

08:34 ✓✓

Thank you

08:36



15:58

64%

< 337



[Redacted name]



even WhatsApp can read or listen to them.

21 May 2020

Hi Cde [Redacted] I have just spoken to DSG and she requested that call you, my name S [Redacted] from Minister [Redacted]. DSG indicated that you sent a list of names and short CV to the Minister, who in the office did you send them to

11:40

22 May 2020

Morning

What is your email address?

08:07 ✓✓

[Redacted] 08:14

Thank you

I have sent you the list 08:34 ✓✓

Please check both sheets 08:34 ✓✓

Thank you 08:36



[Text input field]



16:00

68%

< 336



[Redacted name]



Learn more.
07 Feb 2020

Morning

What is the name of the two boards? 09:46 ✓

Good day broer,
South African Maritime Safety Authority (SAMSA) and National Ports Regulator (NPR). 10:01

How far is the process or each board? 10:03 ✓

The Minister has concluded the shortlisting process and needs to present at the Deployment Committee. 10:04

The term for the SAMSA Board has expired and has been extended. 10:05

Ok, you guys have been put on the list, we should have a date on Monday 11:28 ✓

Thanks. We'll await the date on Monday. 11:56



16:01

67%

< 336



[Redacted name]



Afternoon Chief

Please send me the details for
Prasa

16:44 ✓✓

You mean the advert my brother?

19:08

Apologies for the delayed
response.

19:08

The form that should be used to
apply

19:13 ✓✓

28 May 2020

Dear [Redacted name]

I have eventually managed to get
hold of the colleagues dealing with
the process. They advised as
follows:

1. You write on a separate page
nominating the person you want
to nominate.
2. Send the nomination to the
nominee.
3. The nominee accepts the
nomination and attaches the
nomination as part of the



16:01

📶 67%

< 336



27 May 2020

Afternoon Chief

Please send me the details for
Prasa

16:44 ✓✓

You mean the advert my brother?

19:08

Apologies for the delayed
response.

19:08

The form that should be used to
apply

19:13 ✓✓

28 May 2020

Dear 

I have eventually managed to get
hold of the colleagues dealing with
the process. They advised as
follows:

1. You write on a separate page
nominating the person you want
to nominate.
2. Send the nomination to the
nominee.
3. The nominee accepts the
nomination and attaches the



16:02

67%

< 336



28 May 2020

Dear 

I have eventually managed to get hold of the colleagues dealing with the process. They advised as follows:

1. You write on a separate page nominating the person you want to nominate.
2. Send the nomination to the nominee.
3. The nominee accepts the nomination and attaches the nomination as part of the documents submitted.
4. In the advert it is specified to whom the documents should be submitted.

Regards



12:14

Will call you in a bit 12:22 ✓✓

This is for PRASA 12:22 ✓✓

Sure, 12:23



Apologies bro, was on another call. Tried to return your call





22 Jul 2020

Morning

Did I send you the applicatants for PRASA?

11:18 ✓✓

Morning, you sent it on 20 May and I advised that they be sent to the colleague whose name is in the advert. I shared the names with our colleague who's in charge of the shortlisting process.

11:23

The spread sheet was names in general.

There were names that were specific for Prasa. Can I send them to you?

11:25 ✓✓

Please do so my brother

11:25

You deleted this message.

11:29

How far is the process?

11:29 ✓✓



16:02

67%

< 336



[Redacted name]



You deleted this message. 11:29
22 Jul 2020

How far is the process? 11:29 ✓✓



11:30 ✓✓

Shortlisting will start soon.
Collation of applications is about
to be concluded. COVID-19
affected the commencement of
the process.

11:31



16:02

67%

< 336



22 Jul 2020

Shortlisting will start soon.
Collation of applications is about
to be concluded. COVID-19
affected the commencement of
the process.

11:31

Ok, so it's not too late for these
comrades to be considered

11:32 ✓✓

If they didn't submit the
applications as prescribed in the
advert then they cannot be
considered.

11:33

Yes, true. 11:33 ✓✓

I take it all the names we received
including the ones on 20 May are
from the DSG?

11:40

10 Sep 2020

Evening Cde

Do you have the contact the
details for [redacted]



17:41 ✓✓





ANC NEC Deploym...



Afternoon Cdes

Hope you are all well.

There is a package which needs to be delivered to all members of the Deployment Committee this week, please send me your respective addresses where the packages should be sent by today as delivery will start tomorrow, thank you.

Regards

[Redacted Name]

15:54 ✓✓

You can deliver for Minister [Redacted] at [Redacted] [Redacted] n and [Redacted] be

[Redacted]
[Redacted]
[Redacted]
[Redacted]

15:56

Thank you 🙏

Addresses can be sent privately if anyone wishes to do so.



15:57 ✓✓



09:38

5G



ANC NEC Deploym...



10 Apr 2020

Morning Cdes

Due to logistical challenges we were unable to deliver the packages, our apologies for that.

10:59 ✓✓

You are kindly invited to the ANC-NEC Deployment Committee meeting which is scheduled as follow:

MEETING

DATE: 13 April 2020

TIME: 08:00 - 10:00

Venue: Zoom Video Conference Call

TEST Meeting

DATE: 12 April 2020

TIME: 15:00 - 15:15

Venue: Zoom Video Conference Call

I humbly request that Comrades indicate their availability.

I will send out instructions on how to download and use the application. I will also send out the





ANC NEC Deploym...



I will send out instructions on how to download and use the application. I will also send out the meeting ID and password before the meeting.

Comradely yours [Redacted] 07 //



Video Conferencing, Web Conferencing, Webinars, ...
Zoom is the leader in modern...
zoom.us

Please follow these Steps IF YOU ARE USING YOUR LAPTOP / COMPUTER:

Step 1:
Type <https://zoom.us>

Step 2:
CLICK ON JOIN MEETING

STEP 3:
ENTER MEETING ID (it will BE FORWARDED TO YOU BEFORE THE MEETING)

Step 3:
CLICK ON JOIN



Step 4:





ANC NEC Deploym...



I will send out instructions on how to download and use the application. I will also send out the meeting ID and password before the meeting.

Comradely yours [redacted]:07 ✓✓



Video Conferencing, Web Conferencing, Webinars,...
Zoom is the leader in modern...
zoom.us

Please follow these Steps IF YOU ARE USING YOUR LAPTOP / COMPUTER:

Step 1:

Type <https://zoom.us>

Step 2:

CLICK ON JOIN MEETING

STEP 3:

ENTER MEETING ID (it will BE FORWARDED TO YOU BEFORE THE MEETING)

Step 3:

CLICK ON JOIN



Step 4:





ANC NEC Deploy...



12 Apr 2020

Morning Cdes

There is a current meeting which might go on past 15:00 and the system doesn't allow for simultaneous meetings. Given that the test run be done at 17:00, apologies for any inconvenience.

11:08 ✓✓

S [redacted]

Noted thanx [redacted] 11:11

Test Meeting

17:00 today

ID : 785975628

Password : 201145

Deployment Committee Meeting

Monday 08:00

ID: 958047850

Password will be given in the morning. Thank you 🙏 11:15 ✓✓

[redacted] e

Thanks 11:16



09:39



ANC NEC Deploym...



11:33

12 Apr 2020

I do not understand this, please explain, which meeting you are referring to?

12:18

There is a Deployment Committee Meeting tomorrow at 08:00 through Zoom Conference video call.

This committee has never used Zoom for a meeting so we are having a test video call for those who are unfamiliar with Zoom at 17:00

12:35 ✓✓

13 Apr 2020

Forwarded

ANC Deployment Meeting to be held on Monday at 08:00

MeetingID : 958047850

Password : 190726

07:36 ✓✓

Got it thanx Cde Thapelo

07:37



09:39

Signal strength, Wi-Fi, and battery icons



ANC NEC Deploym...



05 May 2020

Afternoon Cdes

Trust you are all well and safe.

You are kindly invited to the ANC-NEC Deployment Committee meeting which is scheduled as follow:

MEETING

DATE: 11 May 2020

TIME: 08:00 - 10:00

Venue: Zoom Video Conference Call

I humbly request that Comrades indicate their availability.

I will send out instructions on how to use Zoom again. We will send out the meeting ID and password before the meeting.

Comradely yours

[Redacted signature]

16:17 ✓✓

[Redacted name]

Hi Cde Thapelo



09:40

54



ANC NEC Deploym...



10 May 2020

Evening Cdes

ANC Deployment Meeting to be held on Monday;

Date: 11 May at 08:00

Venue: Zoom

MeetingID : 84142143378

Password will be sent out at 7:30

20:05 ✓✓



Thanks

20:08



You

Evening Cdes

ANC Deployment Meeting to be held on...



07h30 so late??

20:10



20:13



09:40



ANC NEC Deploym...



11 May 2020



Thank you 07:31

Morning, am I the only who have not received any documentation including the agenda for this morning meeting?



07:37

Morning Cdes

No one has received any documents. The agenda and all documents will be shared on the screen for all members to see during the meeting.

07:39 ✓✓

Cdes who is Galaxy S8? 07:52 ✓✓

le
Morning cde,

May Cde be excused at 09:30? Thanks



08:28

14 May 2020



Your security code with Lindiwe changed.
Tap to learn more.





ANC NEC Deploy...



14 May 2020

Afternoon Cdes

Trust you are well. Details for Monday's Meeting are;

MEETING

DATE: 18 May 2020

TIME: 08:00 - 10:00

Venue: Zoom Video Conference Call

Documentation will be emailed to all members on Sunday and a password provided separately.

We will send out the meeting ID and password before the meeting.

Comradely yours

[Redacted signature]

17:13 ✓✓



[Redacted] e

Noted thanks. 17:15



[Redacted] Office)

Noted Cde thanks 17:17



[Redacted] i
Thany



09:40



ANC NEC Deploy...



16 May 2020

Afternoon Cdes

Trust you are well. Details for Monday's Meeting are;

MEETING

DATE: 18 May 2020

TIME: 08:00 - 10:00

Venue: Zoom Video Conference Call

Documentation will be emailed to all members on Sunday and a password provided separately.

We will send out the meeting ID and password before the meeting.

Comradely yours

[Redacted signature]

17:13 ✓✓

[Redacted name] le

Noted thanks. 17:15

[Redacted name] Office)

Noted Cde thanks 17:17

[Redacted name]

Thanx 19:08





ANC NEC Deploym...



17 May 2020



[Redacted] gu

Thanks 08:01

Evening Cdes

Unfortunately the Deployment Committee has been postponed. We will communicate the new date as soon as it's confirmed.

Apologies for the inconvenience.

17:36 ✓✓



[Redacted] e

Thanks! 17:36



[Redacted]

Noted thank you 18:58

18 May 2020

Your security code with [Redacted] DSG changed. Tap to learn more.

19 May 2020



Evening Cdes



09:41

54



ANC NEC Deploym...



19 May 2020

Evening Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 25 May 2020

TIME: 08:00 - 10:00

Venue: Zoom Video Conference
Call

Documents will be sent out by
Friday

I humbly request that Comrades
indicate their availability.

We will send out the meeting ID
and password before the meeting.

Comradely yours

[Redacted signature]

18:4



20 May 2020



09:41



ANC NEC Deploym...



25 May 2020

[Redacted]

Cde [Redacted]ning. Please don't forget to send us ID and Password. Aluta!

06:19

ANC Deployment Zoom Meeting

To be held on Monday, 25 May at 08:00

MEETINGID : 82299181461

PASSWORD : 04533687

07:10 ✓✓

[Redacted]

Thank you

07:15

Morning Cde

Please login as the meeting is suppose to have started at 08:00. We are waiting for you to start

08:02 ✓✓

[Redacted]

This message was deleted.

08:14

27 May 2020



Afternoon Comrades



09:41

54



ANC NEC Deploy...



27 May 2020

Afternoon Comrades

I hope you are all well & safe.

Please be advised of the following;

1. Nominations for Prasa Board deadlines are this Friday as noted on advert.
2. DBSA vacancies, names with CV's should be sent before Friday, documents have been emailed to you
3. SARIA Board input. Documents have been emailed, 5 need to be chosen from the 7 candidates.

13:12 ✓✓

31 May 2020

Your security code with [redacted]
Tap to learn more.



01 Jun 2020





ANC NEC Deploy...



03 Jun 2020

Morning Cdes

Please give inputs into the SARIA Board as we had requested Cde Tito to hold off to allow for input.

We were supposed to choose 5 from the list of 7 people, email was sent to all members on the 26th of May 2020.

Please note we will have to give Cde Tito the go ahead by end of business today. Thank you.

11:19 ✓✓

[Redacted]

Morning Cde [Redacted] Hope you are good. I am fine from my side. Will go with the decision. Thanx



12:23

[Redacted]

I'm okay he can proceed



16:57

07 Jun 2020



Afternoon Cdes





ANC NEC Deploy...



07 Jun 2020

Afternoon Cdes

Hope you are all

On Friday an email was sent to all members with regards to the DG of Dept Small Business. Please recommend comrades to apply directly and inform us of who you have referred.

The deadline is on Wednesday the 10th of June 2020.

Regards

[Redacted name]

13:30 ✓✓

[Redacted name]



Thanx Cde [Redacted name] 10:03

08 Jun 2020

[Redacted name] i
Thanx Cde Tha [Redacted name]



09:41



ANC NEC Deploym...



11 Jun 2020

Afternoon Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-NEC Deployment Committee meeting which is scheduled as follow:

MEETING

DATE: 15 June 2020

TIME: 08:00 - 10:00

Venue: Zoom Video Conference Call

I humbly request that Comrades indicate their availability.

We will send out the meeting ID and password before the meeting.

Comradely yours

[Redacted signature]

14:47 //



[Redacted name]

Noted thanks. 14:48



[Redacted name] (i Office)



Noted 14:55





ANC NEC Deployem...



14 Jun 2020

Afternoon Cdes

Please be advised that you have all been emailed documents for tomorrow's meeting.

Kind regards

17:27 ✓✓



Thanx Cde Thapelo 17:28



Thanks 17:30



17:32 ✓✓

15 Jun 2020

ANC Deployment Committee Meeting to be held on Monday at 08:00

MeetingID : 82309912391

Password : 60102857



07:09 ✓✓

Mornina Cdes





ANC NEC Deploym...



15 Jun 2020

ANC Deployment Committee Meeting to be held on Monday at 08:00

MeetingID : 82309912391

Password : 60102857

07:09 ✓✓

Morning Cdes

Please may all members be logged in by 08:00

07:30 ✓✓



[Redacted name]

Perfect

07:32

Please note that additional documents were sent this morning. Apologies for the inconvenience.

Regards

[Redacted signature]

07:46 ✓✓

16 Jun 2020



[Redacted name]



09:44



< Sent



Found in Outlook Inbox

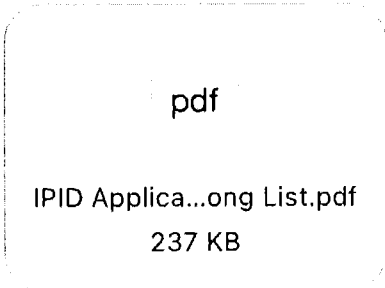


2020/06/15



IPID Applications - Executive Director 2019 Long List.pdf

Sent from my iPhone



Accommodation payments



09:44



< Sent



[Redacted name]

2020/06/15



Fwd: LETTER TO SPEAKER ON THE APPOINTMENT OF THE IPID POSITION.pdf

Sent from my iPhone

Begin forwarded message:

From: [Redacted]
<[Redacted]>
Date: 14 June 2020 at 23:04:31 SAST
To: "[Redacted] com"
<[Redacted] com>
Subject: LETTER TO SPEAKER ON THE APPOINTMENT OF THE IPID POSITION.pdf

This e-mail and any attachments thereto are



Accommodation payments

09:46

53



ANC NEC Deploy...



22 Jun 2020

Evening Comrades

As per the resolution of the last Deployment Committee meeting, the President has agreed to meet the Deployment Committee on Friday the 26th of June 2020, the time will be confirmed in due course.

Please confirm availability for Friday. Thank you 🙏

Regards

[Redacted]

19:44 ✓✓

[Redacted]

Thapelo what time is the meeting on Friday?



20:03

We are still finalising the time, however it should be in the morning.

21:07 ✓✓

23 Jun 2020



[Redacted] Office)
Cde Besani will be available





ANC NEC Deploym...



Evening Cdes
23 Jun 2020

I would like to confirm the
Deployment Committee Meeting
that will take place on Friday the
26th of a June 2020 at 10:00.

The Meeting ID will be sent before
the meeting.

[Redacted]

18:25 ✓✓



[Redacted] i

Noted thanx 18:43

25 Jun 2020

Afternoon Cdes

Unfortunately there was a leak of
the Deployment Committee
Procedural Document, it is
circulating on WhatsApp groups.
The document is unsigned.

We requesting that no comments
be made regarding the document

Regards



09:47



ANC NEC Deploym...



03 Aug 2020

Evening Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 10 August 2020

TIME: 08:00 - 10:00

Venue: Zoom Video Conference
Call

I humbly request that Comrades
indicate their availability by
Wednesday.

We will send out the meeting ID
and password before the meeting.

Comradely yours

[Redacted signature]

18:47 ✓✓

[Redacted text]

Noted Cde [Redacted] thank you



18:59



09:47



ANC NEC Deploym...
[redacted] hi...



08 Aug 2020

Evening Cdes

Please be advised that the
Deployment Committee has been
postponed, will advise on the new
date as soon as it's confirmed.

Apologies for any inconvenience

Regards

18:31 ✓✓

09 Aug 2020

Your security code with [redacted]
changed. Tap to learn more.

Your security code with [redacted]
changed. Tap to learn more.

11 Aug 2020

Evening Cdes

Hope you are all well and safe.

You are kindly invited to the AN
NEC Deployment Committee
meeting which is scheduled as
follows



09:47

53



ANC NEC Deploym...



11 Aug 2020

Evening Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 14 August 2020

TIME: 10:00 - 12:00

Venue: Zoom Video Conference
Call

I humbly request that Comrades
indicate their availability by
tomorrow.

We will send out the meeting ID
and password before the meeting.

Comradely yours

[Redacted signature]

18:35 ✓✓

[Redacted text]

Good evening Cde [Redacted]



I will be available.



09:47



ANC NEC Deploym...



You deleted this message. 14:15
21 Aug 2020

Afternoon Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 24 August 2020

TIME: 08:00

Venue: Zoom Video Conference
Call

I humbly request that Comrades
indicate their availability by
tonight.

We will send out the meeting ID
and password before the meeting.

Comradely yours

[Redacted signature]

14:17 ✓✓

[Redacted] e

Good day cde [Redacted]



I hope you are well. There's an



09:47

53



ANC NEC Deploym...



17 Sep 2020

Morning Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 21 September 2020

TIME: 08:00

Venue: Zoom Video Conference
Call

I humbly request that Comrades
indicate their availability by
tonight.

We will send out the meeting ID
and password before the meeting.

Comradely yours

[Redacted signature]

06:59 ✓✓

[Redacted name]

Dear Cde [Redacted] I confirm my
attendance. Aluta!

07:06





now

03 Oct 2020

Morning Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 5 October 2020

TIME: 09:00

Venue: Zoom Video Conference
Call

I humbly request that Comrades
indicate their availability by today.

We will send out the meeting ID
and password before the meeting.

Comradely yours



09:30 ✓✓



Confirm

09:36



I will attend Cde Thapelo

09:38





ANC NEC Deploym...



03 Oct 2020

Morning Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-NEC Deployment Committee meeting which is scheduled as follow:

MEETING

DATE: 5 October 2020

TIME: 09:00

Venue: Zoom Video Conference Call

I humbly request that Comrades indicate their availability by today.

We will send out the meeting ID and password before the meeting.

Comradely yours

[Redacted signature]

09:30 ✓✓



Confirm

09:36



I will attend Cde Thapelo

09:38



09:48



ANC NEC Deploym...



04 Oct 2020



20:42 ✓✓

Evening Cdes

The Chairperson has decided that we postpone the Deployment Committee tomorrow till Friday. More details will follow during the week.

Apologies for the inconvenience.

Yours Comradely

Thapelo

21:40 ✓✓



21:41

My apologies, I forgot to indicate, that the decision to postpone was based on the loss of DSG's brother.

22:4



09:48

53



ANC NEC Deploym...



06 Oct 2020

Morning Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-NEC Deployment Committee meeting which is scheduled as follow:

MEETING

DATE: 9 October 2020

TIME: 08:00

Venue: Zoom Video Conference Call

I humbly request that Comrades indicate their availability by tonight.

We will send out the meeting ID and password before the meeting.

Comradely yours

[Redacted signature]

11:12 ✓✓

+27 72 534 0991

Please accept apology for Cde [Redacted] due to I'll health.



16:13



09:48



ANC NEC Deploym...



02 Nov 2020

Morning Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 9 November 2020

TIME: 08:00

Venue: Zoom Video Conference
Call

I humbly request that Comrades
indicate their availability by
tomorrow.

We will send out the meeting ID
and password before the meeting.

Comradely yours

[Redacted signature]

11:37 ✓✓



[Redacted name]

Received thanks. 11:38



09:49

Signal strength, Wi-Fi, and 52% battery icons



ANC NEC Deploym...



09 Nov 2020
Afternoon Cues

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 16 November 2020

TIME: 08:00

Venue: Zoom Video Conference
Call

I humbly request that Comrades
indicate their availability by
tomorrow evening.

We will send out the meeting ID
and password before the meeting.

Comradely yours

[Redacted signature]

12:00 ✓✓



Confirmed

12:29



11 Nov 2020





ANC NEC Deploy...



14 Nov 2020

Afternoon Cdes

Please be advised that the Deployment Committee meeting on Monday has been postponed.

Will communicate the new date when it's confirmed. Apologies for any inconvenience.

Yours Comradely

[Redacted]

16:57 ✓✓



Noted ... 17:31

[Redacted] e

You
Afternoon Cdes

Please be advised that the Deployment C...



Noted thank you.

18:15

[Redacted]



Noted 22:27



[Redacted]



09:49



ANC NEC Deploym...



28 Nov 2020

Afternoon Cdes

Hope you are all well and safe.

You are kindly invited to the ANC-
NEC Deployment Committee
meeting which is scheduled as
follow:

MEETING

DATE: 30 November 2020

TIME: 08:00

Venue: Zoom Video Conference
Call

I humbly request that Comrades
indicate their availability ASAP.

We will send out the meeting ID
and password before the meeting.

Comradely yours

[Redacted signature]

14:08 ✓✓

[Redacted name]

I will attend Cde Thapelo 15:14



[Redacted name]

Cde Thapelo will attend 17:02



09:49

52



ANC NEC Deploym...



attend.

20:51

29 Nov 2020

Evening Cde's

Unfortunately due to the Officials meeting change in time, the Deployment Committee meeting has been postponed.

Will communicate a new date once it's confirmed.

Apologies for any inconvenience

Yours Comradely

21:49 ✓✓

[Redacted] nt

Thanks cmde [Redacted]

22:28

30 Nov 2020

[Redacted] pa

Thank you Cde [Redacted]

Forwarded

For Immediate release

30th November 2020





[Redacted name]



24 May 2020

Forwarded



Loun Scheepers is an experienced public sector manager and development facilitator. He has 26 years of experience working in and with metropolitan, district and local municipalities, the last 17 years spent in executive management. Loun has been Municipal Manager of Saldanha Bay Municipality (2001 - 2006 and 2012 - 2016) and Executive Director, Area Based Service Delivery for the City of

pdf [Redacted] Short Profile.pdf
1 page • 227 KB • pdf

14:54 ✓✓

DSG said I should send this to you for consideration

14:54 ✓✓

You

DSG said I should send this to you for consideration

Very good CV. Can I have a contact number?

14:55

Lol I never understand how these people want to be contacted if they don't leave their details.

I am working on it

15:00



[Redacted name]



09:58



< 334



[Redacted name]



Louis Schepers is an experienced public sector manager and development facilitator. He has 26 years of experience working in and with metropolitan, district and local municipalities, the last 17 years spent in executive management. Louis has been Municipal Manager of Saldanha Bay Municipality (2001 - 2006 and 2012 - 2016) and Executive Director, Area Based Service Delivery for the City of

pdf [Redacted] Short Profile.pdf
1 page • 227 KB • pdf

14:54 ✓✓

DSG said I should send this to you for consideration

14:54 ✓✓

You

DSG said I should send this to you for consideration

Very good CV. Can I have a contact number?

14:55

Lol I never understand how these people want to be contacted if they don't leave their details.

I am working on it

15:04 ✓✓



[Redacted name]



16:35 ✓✓

Message

Save Conta



09:59



< 334



05 Jul 2020



pdf 139821 Advert.pdf
1 page · 505 KB · pdf

18:05 ✓✓

Evening Cdes

Please find the document and encourage comrades that qualify to apply directly and inform us on who you have recommended.

Keep safe,



18:05 ✓✓

13 Jul 2020

Afternoon Cdes

Please find the list for the MDDA board. The list is of 10 names however only 4 will be appointed.



09:59



< 334



13 Jul 2020

Afternoon Cdes

Please find the list for the MDDA board. The list is of 10 names however only 4 will be appointed.

Please give input by end of Business day tomorrow.

1. [Redacted] hi
2. [Redacted]
3. [Redacted]
4. [Redacted]
5. [Redacted] va
6. [Redacted]
7. [Redacted]
8. [Redacted]
9. [Redacted] te
10. [Redacted]

Regards



17:59 ✓✓

17 Jul 2020



You



09:59



< 334



[Redacted name]



13 Jul 2020

Afternoon Cdes

Please find the list for the MDDA board. The list is of 10 names however only 4 will be appointed.

Please give input by end of Business day tomorrow.

1. [Redacted]
2. [Redacted]
3. [Redacted]
4. [Redacted]
5. [Redacted]
6. [Redacted]
7. [Redacted]
8. [Redacted]
9. [Redacted]
10. [Redacted]

Regards

[Redacted signature]

17:59 ✓✓

17 Jul 2020

You

139821 Advert.pdf • 1 page



09:59

50

< 334



[Redacted name]



1. [Redacted]
2. [Redacted]
3. [Redacted]
4. [Redacted]
5. [Redacted]
6. [Redacted]
7. [Redacted]
8. [Redacted]
9. [Redacted]
10. [Redacted]

Regards

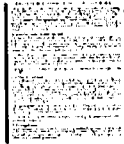
[Redacted signature]

17:59 ✓✓

17 Jul 2020

You

139821 Advert.pdf • 1 page



Morning Cdes

Reminder that this post for Auditor General is closing today. Please encourage comrades to apply.

Regards

[Redacted signature]

10:26 ✓✓



09:59

50

< 334



[Redacted name]



03 Aug 2020

Evening Cdes

I have just emailed all members documents with regards to the DG of Home Affairs. Please do give input before Wednesday the 5th of August.

Regards

[Redacted signature]

17:52 ✓✓

You

Evening Cdes

I have just emailed all members documen...

Got it, thanks

17:52

08 Aug 2020

Morning

Is Cde [Redacted] attending Monday's meeting?

08:5



Yes she is 10:25



09:59



< 334



20 Aug 2020

Evening Comrades

Hope you are well and safe.

Would just like to remind members of the advert for the DG of Communications which was presented in the last meeting. The deadline for applications is tomorrow.

Kind regards



21:31 ✓



1. Advert for DG of Comm.docx

2 pages • 25 KB • docx

21:31 ✓

23 Aug 2020

What time are you cancelling the deployment committee meeting?

17:19

Hahaha please respect us. It will go ahead



17:25 ✓



10:00



< 334



[Redacted name]



16 Oct 2020



Afternoon Cdes

Please find the above and encourage comrades to get themselves nominated and notify me of the comrades who have been nominated.

Stay safe, regards

[Redacted signature]

17:01 ✓✓

20 Oct 2020

Do you have the number of [redacted]

[Redacted]

15:0



No I don't have 15:17





24 Oct 2020

LIST OF SHORTLISTED CANDIDATES FOR THE PUBLIC SERVICE COMMISSIONER POSITION

Shortlisted 19 candidates from 161 applicants, committee also took into account gender representation.



1. [Redacted]

pdf LIST OF 19 SHORTLISTED CANDIDATES.pdf

1 page · 31 KB · pdf

13:08 ✓✓

Afternoon Cdes

Please find attached and comment before end of business on Monday. There is only one vacancy.

Kind regards

13:09 ✓✓

03 Nov 2020

Morning Cdes

Please send names and cv's of comrades who would be interested and qualify for the following positions;



CEO of SA Weather Services



10:00

50

< 334



[Redacted name]



03 Nov 2020

Morning Cdes

Please send names and cv's of comrades who would be interested and qualify for the following positions;

- CEO of SA Weather Services
- CEO of SA National Bio Diversity Institute

Please do send to myself on [Redacted email address] before end of day on Thursday.

11:20 ✓

05 Nov 2020

↪ Forwarded

I am putting this in writing because we are stuck in the middle of two stories in Mpumalanga. [Redacted] says that the decision of the PEC is that [Redacted] should be put under 138. (1)c and that [Redacted] be put under 139(1)b. I speak to the Premier and she says on [Redacted]



10:00

50

< 334



[Redacted name]



08 Nov 2020

1. National Lotteries Chairman &
board member - [Redacted]

2. DG communication & digital
Technologies +
SAPO CEO -

[Redacted]s

3. Central Energy Fund CEO +
National Energy Regulator SA

• [Redacted]

4 Cross Roads Border Transport
Agency - [Redacted]

18:54 ✓✓

Thank you 18:56

15 Nov 2020

Afternoon Cde

You are invited to the NDRC
meeting on Wednesday. Please
confirm your attendance by
tomorrow afternoon.



Date: Wednesday, 18 November





[Redacted name]



20 May 2020

Evening Cde

Please find the list from the NEC Sub-Committee on Communication with regards to the MDDA board.

- 1. [Redacted] Mr
- 2. [Redacted]
- 3. [Redacted]
- 4. [Redacted] s
- 5. [Redacted]
- 6. [Redacted]
- 7. [Redacted]
- 8. [Redacted]
- 9. [Redacted] Ms
- 10. [Redacted]
- 11. [Redacted]
- 12. [Redacted]
- 13. [Redacted]
- 14. [Redacted]
- 15. [Redacted]
- 16. [Redacted]
- 17. [Redacted]
- 18. [Redacted]
- 19. [Redacted]



The list is going to be sent to the Parliament Portfolio Committe.



[Redacted text]



10:07

43

< 333



[Redacted Name]



- 14. [Redacted]
- 15. [Redacted] Ms
- 16. [Redacted]
- 17. [Redacted] Ms
- 18. [Redacted] Ms
- 19. [Redacted]

The list is going to be sent to the
Parliament Portfolio Committee.
Please do give input ASAP to

[Redacted]

21:41 //

22 May 2020

Afternoon Cde

I have emailed the documents.
The password for documents is:

[Redacted Password]

16:37 //

Docs well received Cde [Redacted]

18:01



18:01



[Redacted Message]



10:08



< 333



28 Sep 2020

Cde [REDACTED] good evening. I saw the PBO email. I will not be commenting because I am part of the committee dealing with the matter. 2. I will be reverting to you about the workshop day. I must still look at the program. 3. Thank you about the NAMC advert.

Regards



19:43

Evening

Thank you very much 23:00 ✓✓

29 Sep 2020


Your security code with [REDACTED] app to learn more.

16 Oct 2020





INVITATION FOR NOMINATIONS

INVITATION OF PUBLIC NOMINATIONS FOR POTENTIAL CANDIDATES TO BE CONSIDERED FOR APPOINTMENT TO THE COUNCIL OF THE FILM AND PUBLICATION BOARD (FPB)



Ms. Sieta Tembisa Ndabeni-Abrahams, the Minister of Communications and Digital Technologies invites the public to nominate potential persons to be considered for appointment to the Council of the Film and Publication Board, in terms of section 43(1) of the Education Publication Act, 1996.


10:08



< 333



08 Jun 2020

Afternoon Cdes

Hope you are all

On Friday an email was sent to all members with regards to the DG of Dept Small Business. Please recommend comrades to apply directly and inform us of who you have referred.

The deadline is on Wednesday the 10th of June 2020.

Regards



12:54 ✓✓

11 Jun 2020

Afternoon Cdes

Hope you are all well and safe.

You are kindly invited to the AN NEC Deployment Committee meeting which is scheduled as follow:



10:09

48%

< 333



[Redacted name]



13 Jul 2020

Afternoon Cdes

Please find the list for the MDDA board. The list is of 10 names however only 4 will be appointed.

Please give input by end of Business day tomorrow.

1. [Redacted]
2. [Redacted]
3. [Redacted]
4. [Redacted]
5. [Redacted]
6. [Redacted]
7. [Redacted]
8. [Redacted]
9. [Redacted]
10. [Redacted]

Regards

[Redacted signature]

17:59 ✓✓

Please add the name of [Redacted]
[Redacted]. She has applied for the board. An activist of the ANCWL and ANC and YWD . That will be our submission.



18:03



[Redacted text input field]



10:09



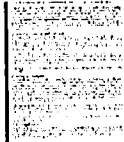
< 333



13 Jul 2020

You

139821 Advert.pdf • 1 page



Morning Cdes

Reminder that this post for Auditor General is closing today. Please encourage comrades to apply.

Regards



10:26 ✓✓

Yes I did. Remind me after selection and shortlisting

10:39

28 Jul 2020

Evening Cde's

Please note that you were all sent emails this morning requesting urgent input into the NYDA board. Please do make input ASAP.



Regards

20:04 ✓✓



10:09

43

< 333



28 Jul 2020

Evening Cde's

Please note that you were all sent emails this morning requesting urgent input into the NYDA board. Please do make input ASAP.

Regards

20:04 ✓✓

29 Jul 2020

[Redacted] m 07:18

[Redacted] ono
[Redacted] one
[Redacted] 07:27

03 Aug 2020

Morning Cdes

Please note that emails which require your input were circulated yesterday for urgent input.



10:09



< 333



[Redacted name]



03 Aug 2020

Morning Cdes

Please note that emails which require your input were circulated yesterday for urgent input.

Regards

10:25 ✓✓

I support [Redacted] for AG

[Redacted] part timev info

11:08

Asks the Info regulator is [Redacted]

11:08 ✓✓

Evening Cdes

I have just emailed all members documents with regards to the DG of Home Affairs. Please do give input before Wednesday the 5th of August.

Regards

[Redacted signature]

17:52 ✓✓



04 Aug 2020



[Redacted text input field]



10:16



< 332



29 May 2020

Hi is it possible to share adverts of nominations of boards

15:29

Which adverts? 15:36 ✓✓

You

Morning Cde

The DSG has requested SACP & COSATU...

Feedback on this?

15:37 ✓✓

Thape

DBSA and Saria board adverts

15:43

Some of the ppl I am submitting you have their CV from the last submission. I will email you the list for now whilst waiting for the CV.

15:44

Both did not have adverts. The DBSA presentation is in the last email I sent you.

Please send all the names & cv in one email so that I can forward it as is. I've already sent a list through



15:46 ✓✓



10:17

45

< 332



Both did not have adverts. The DBSA presentation is in the last email I sent you.

Please send all the names & cv's in one email so that I can forward it as is. I've already sent a list through

15:46 ✓✓

When will you send the list

15:54 ✓✓

Now 15:54

I responded to your email, but please ensure BDSA is done ASAP.

17:21 ✓✓

Email you the DBSA list. I am short of two CV's though

17:58

I understand there is ICASA board nomination as well. Please let me know as soon as you have details

17:59

Or advert 17:59

The ICASA process is too far gone. It's basically concluded.

18:08 ✓✓



10:17



< 332

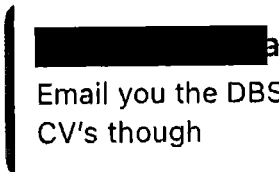


Email you the DBSA list. I am shot of two CV's though 17:58

I understand there is ICASA board nomination as well. Please let me know as soon as you have details 17:59

Or advert 17:59

The ICASA process is too far gone. It's basically concluded. 18:08 ✓✓



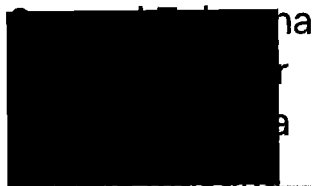
Email you the DBSA list. I am shot of two CV's though

What is the order of priority if any? 18:09 ✓✓

⊙ This message was deleted. 18:32

Do you have the list of priority yet or must I just submit them as is? 19:34 ✓✓

Submit as is 19:37



10:17



< 332



Submit as is 19 29 May 2020



Please confirm this is the list

20:13 ✓✓



21:53

Including [redacted] yes 21:53

Did you send the cv? 22:20 ✓✓

30 May 2020

Morning

Please send that cv ASAP. I want to have sent everything else by 09:00

07:10 ✓✓

Please also advise Cde [redacted] to apply for the transport board s

07:10



Eish just woke up let me check if



10:20



< 332



[Redacted name]



I nanks

11:45

06 Oct 2020

Morning

Please share his number 11:46 ✓✓

Is he going to replace Cde [Redacted] or they will alternate? 11:46 ✓✓

([Redacted] 04 11:47

You

Is he going to replace Cde [Redacted] they will alternate?

They will alternate and attend 11:47

Friday is not looking good for Cde [Redacted] He has an commitments already scheduled from 08h00.

11:48

08 Oct 2020

Morning

How are you doing?

Has Cde [Redacted] confirmed? 11:43



10:25

42



[Redacted name]



[Redacted name]

17:59 ✓✓

13 Jul 2020

Evening Cde T [Redacted]

Are these the names of shortlisted candidates?

18:18

Yes, these names are going to Parliament to be discussed

18:21 ✓✓

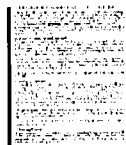
Cde [Redacted] had applied. She was a candidate of the ANCWL and she is a good comrade. One of the comrades behind the YWD.

18:23

17 Jul 2020

You

139821 Advert.pdf • 1 page



Morning Cdes

Reminder that this post for Auditor General is closing today. Please encourage comrades to apply.



Regards



10:20



WhatsApp

40 new messages from 3 chats

Hi [REDACTED]

Please add Cde [REDACTED]
deployment committee group.

Thanks

11:45

Morning

Please share his number 11:46 ✓✓

Is he going to replace Cde Solly or
they will alternate? 11:46 ✓✓

[REDACTED] 11:47

You

Is he going to replace Cde [REDACTED]
alternate?

They will alternate and attend

11:47

Friday is not looking good for Cde

[REDACTED] He has an commitments
already scheduled from 08h00.

11:48

08 Oct 2020



Morning



10:29

40



[Redacted name]



25 May 2020

Morning

Did you receive the documents?

07:13 ✓✓

What is the ID number? 08:08

27 May 2020

Forwarded

RESUME

or

[Redacted name] E
(Commonly known as Steve Mashane)



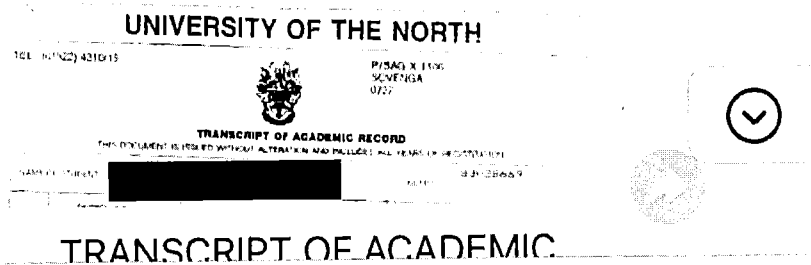
pdf

CV-1.pdf.pdf.pdf

4 pages • 202 KB • pdf

09:54

Forwarded



10:30

40



[Redacted name]



09 Oct 2020

Cde S [Redacted] ne 08:36 ✓✓

Bheki Ntshalintshali

CV-1.pdf.pdf.pdf • 4 pages



This was your recommendation

08:37 ✓✓

16 Oct 2020



INVITATION FOR NOMINATIONS

INVITATION OF PUBLIC NOMINATIONS FOR POTENTIAL CANDIDATES TO BE CONSIDERED FOR APPOINTMENT TO THE COUNCIL OF THE FILM AND PUBLICATION BOARD (FPB)

Ms. Stella Tembisa Ndabeni-Abrahams, the Minister of Communications and Digital Technologies invites the public to nominate potential persons to be considered for appointment to the Council of the Film and Publication Board, in terms of section 6(3) of the Film and Publication Act, 1996 (Act no. 65 of 1996) (the Act), as amended.



Nominations should be submitted to the Minister of Communications and Digital Technologies by no later than Friday, 30 October 2020.

A nomination must be submitted through a Nomination Form downloadable from the Department's website link.

Afternoon Cdes

Please find the above and encourage comrades to get themselves nominated and notify me of the comrades who have been nominated.



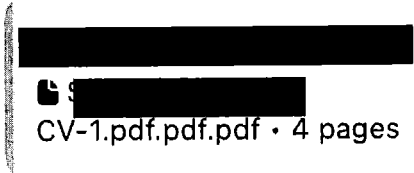
10:30

40

Nhlanhla Mabaso — 05:52



29 May 2020



Afternoon

Which position is this recommendation from? 12:38 ✓✓

30 May 2020

Prassa 18:14

01 Jun 2020

You
Morning Cde
The DSG has requested SACP & COSATU...

Morning

Is COSATU going to participate in this?

08:3



11 Jun 2020



10:30



Nhlanhla Mabaso — 06:42



21 Sep 2020

Hi, I have not received the documents please forward them.

08:12

We did not send documents, the issue of documents will be dealt with in the workshop 08:13 //

The workshop will be dealt with in the last item. 08:14 //

So, the info comrade [redacted] to is not circulated to members?

08:26

No, the issue of leaks has been a concern which was said it will be discussed at the workshop. Suggested date is 2nd week of October to have the workshop

08:27 //

We only received these documents late last night also. The next document I got after 8 am today

08:28



10:31

📶 🔒 40

📞 Nhlanhla Mabaso — 07:12



24 Oct 2020

🔊 13:08 ✓✓

Afternoon Cdes

Please find attached and comment before end of business on Monday. There is only one vacancy.

Kind regards

🔊 13:09 ✓✓

What happened with the PRASA Board we had submitted a name through the ANC data as well another person applied direct to the department. The decision of the Deployment Committee was that [REDACTED] were to talk to us, and he never did only to know the pronouncement through [REDACTED], what happened? I called [REDACTED] but he is not answering his phone. Regards

14:22

Afternoon

I will give him a call & refer him to you.



14:53 ✓✓



10:31

40



[Redacted name]



Afternoon

24 Oct 2020

I will give him a call & refer him to you.

14:53 ✓✓

I spoke to him. He blames you, but he promised to correct in another coming board. I submitted on different occasions two names one of [Redacted] through the ANC data and another one Andile direct to the advert. But we would coordinate better the next time.

Regards

14:58

I did inform him that [Redacted] [Redacted] was the name that came through ANC

15:31 ✓✓

03 Nov 2020

Morning Cdes

Please send names and cv's of comrades who would be interested and qualify for the following positions;



Nhlanhla Mabaso — 09:30



20 May 2020

Evening Cde

Please find the list from the NEC Sub-Committee on Communication with regards to the MDDA board.

1. [Redacted] do, Mr
2. [Redacted]
3. [Redacted]
4. [Redacted] Ms
5. [Redacted]
6. [Redacted] Ms
7. [Redacted] s
8. [Redacted]
9. [Redacted] le, Ms
10. [Redacted]
11. [Redacted]
12. [Redacted] Mr
13. [Redacted] Mr
14. [Redacted]
15. [Redacted] Ms
16. [Redacted]
17. [Redacted] Ms
18. [Redacted] s
19. [Redacted]



The list is going to be sent to the



10:32

40

N [redacted] — 08:25



[redacted]



16 Feb 2021

Morning Cde GS

The USAASA (Universal Service & Access Agency of SA)

Are looking for an interim board member with a strong audit and finance background.

Do you have any recommendations?

11:48 //

Morning I would submit one name to you this afternoon if that's ok with you? Regards

11:50

Yes, that's fine. Thank you 🙏

11:50 //

Curriculum Vitae

Mid Track: Financial Management Accounting & Audit

Personal Information

Full Names
Contact No
Email Address

[redacted]



pdf

Curriculum [redacted].pdf



7 pages • 172 KB • pdf



10:31

40



[Redacted name]



E [Redacted] 21 i • ANC NEC De...

I will attend, what are discussing?

Morning Cde GS

We will be discussing;

- Amatola Water Board
- Cross Border Road Transport Agency
- CEO SA Weather Services(TBC)

05:09 ✓✓

Thanks, [Redacted] should be reminded about our candidate [Redacted] i. He had undertaken to address it as he could not attend to this matter of the previous deployment. Regards

05:15

You deleted this message. 07:10

I have reminded them, thank you



07:11 ✓✓

25 Jan 2021



Morning, please send the link.

Regards



10:33

Signal strength, Wi-Fi, and 39% battery icons

09:36



[Redacted name]



- 10. [Redacted]
- 11. [Redacted]
- 12. [Redacted] Mr
- 13. [Redacted] Mr
- 14. [Redacted]
- 15. [Redacted] Ms
- 16. [Redacted]
- 17. [Redacted] Ms
- 18. [Redacted] Ms
- 19. [Redacted]

The list is going to be sent to the
Parliament Portfolio Committee.
Please do give input ASAP to

[Redacted]

21:46 ✓✓

I am [Redacted] from DSG's
office

21:47 ✓✓

21 May 2020

I would like to make the following
inputs: Support [Redacted]

[Redacted]



19:34



10:36



o — 12:29

< 332



hu...



Learn more.

04 Nov 2020

Morning Cdes

Please send names and cv's of comrades who would be interested and qualify for the following positions;

- CEO of SA Weather Services
- CEO of SA National Bio Diversity Institute

Please do send to myself on [redacted] before end of day on Thursday.

10:10 ✓✓

Your security code with [redacted] changed. Tap to learn more.

Thanks I'll do so 10:11

On our documents no.92

[redacted]. Has strong experience in water affairs and masters in microbiology, Bsc honours in cell biology

11:37



10:37

38

< 332



M [redacted] hu...



Learn more.

04 Nov 2020

Morning Cdes

Please send names and cv's of comrades who would be interested and qualify for the following positions;

- CEO of SA Weather Services
- CEO of SA National Bio Diversity Institute

Please do send to myself on



before end of day on Thursday.

10:10 ✓✓

Your security code with Mam Natso changed. Tap to learn more.

Thanks I'll do so 10:11

On our documents no.92

[redacted] i. Has strong experience in water affairs and masters in microbiology, Bsc honours in cell biology

11:37





[Redacted name]



30 Jun 2020

Morning Cdes

Please find attached adverts and encourage comrades to apply directly and inform me of the comrades you have advised to apply.

Regards

[Redacted signature]

10:56 ✓✓



DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES
REPUBLIC OF SOUTH AFRICA

Private Bag 9406, Pretoria, 0001, Tel: +27 12 427 2474 Fax: +27 12 427 2475 Email: info@icdt.gov.za
P.O. Box 100, 1000, Cape Town, 8000 Tel: +27 21 460 5622
Fax: +27 21 460 1662
URL: www.icdt.gov.za



pdf DG Advert - Luthuli.pdf
2 pages • 221 KB • pdf

10:56 ✓✓



JPG

Justice .jpg
199 KB • jpg

10:56 ✓✓

05 Jul 2020



11:31

17

< 333



[Redacted name]



25 Jun 2020

**Reminder of Deployment
Committee meeting tomorrow
with the President!**

Login details will be sent at 08:00,
please be logged in by 09:50.

Regards

[Redacted signature]

20:18 ✓✓

26 Jun 2020

Noted Cde [Redacted]

Deployment Committee Meeting
with the President.
Friday, 26 June @ 10:00

Meeting ID: 87905726083
Password: 180584

Thanks 🙏

08:02 ✓✓

Got it thanx Cde [Redacted]:07



30 Jun 2020





13 Jul 2020

Afternoon Cdes

Please find the list for the MDDA board. The list is of 10 names however only 4 will be appointed.

Please give input by end of Business day tomorrow.

1. [Redacted]
2. [Redacted]
3. [Redacted]
4. [Redacted]
5. [Redacted]
6. [Redacted]
7. [Redacted]
8. [Redacted]
9. [Redacted]
10. [Redacted]

Regards



17:59 ✓✓

17 Jul 2020



You



11:31

17

< 333



[Redacted] zi



05 Jul 2020



APPLICATIONS FOR APPOINTMENT OF
AUDITOR GENERAL OF SOUTH AFRICA

pdf 139821 Advert.pdf
1 page • 505 KB • pdf

18:05 ✓✓

Evening Cdes

Please find the document and encourage comrades that qualify to apply directly and inform us on who you have recommended.

Keep safe,

[Redacted signature]

18:05 ✓✓

Thanx Cde [Redacted]



18:00 ✓✓



13 Jul 2020



11:32

17

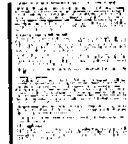
< 333



17 Jul 2020

You

139821 Advert.pdf • 1 page



Morning Cdes

Reminder that this post for Auditor General is closing today. Please encourage comrades to apply.

Regards



10:26 ✓✓



12:55

28 Jul 2020

Evening Cde's

Please note that you were all sent emails this morning requesting urgent input into the NYDA board. Please do make input ASAP.



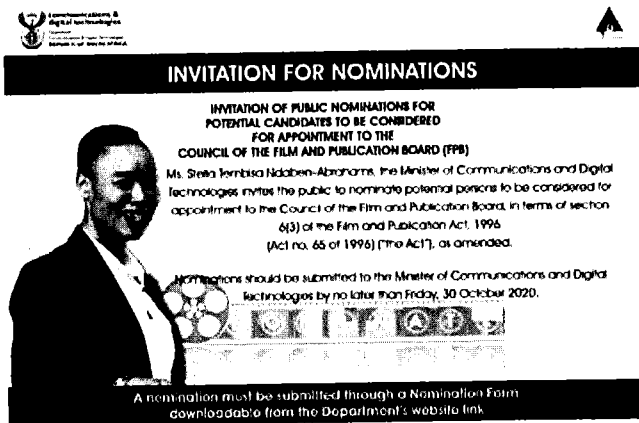
Regards

20:04 ✓✓





16 Oct 2020



Afternoon Cdes

Please find the above and encourage comrades to get themselves nominated and notify me of the comrades who have been nominated.

Stay safe, regards



17:01 ✓✓

24 Oct 2020

LIST OF SHORTLISTED CANDIDATES FOR THE PUBLIC SERVICE COMMISSIONER POSITION



Shortlisted 19 candidates from 151 applicants, committee also took into account gender representation.

1. [Redacted]



11:32

17

< 333



20 Aug 2020

Evening Comrades

Hope you are well and safe.

Would just like to remind members of the advert for the DG of Communications which was presented in the last meeting. The deadline for applications is tomorrow.

Kind regards



21:31 ✓



1. Advert for DG of Comm.docx

2 pages • 25 KB • docx

21:31 ✓

09 Sep 2020

Your security code with Sfiso changed. Tap to learn more.

28 Sep 2020



Cde [redacted] good evening. I saw the PBO email. I will not be





28 Jul 2020

Morning Cdes

Please note that emails which require your input were circulated yesterday for urgent input.

Regards

10:25 ✓✓

Evening Cdes

I have just emailed all members documents with regards to the DG of Home Affairs. Please do give input before Wednesday the 5th of August.

Regards



17:52 ✓✓

Will do 18:20

15 Aug 2020

Forwarded



AFRICAN NATIONAL CONGRESS
SECRETARY GENERAL'S OFFICE

Chief Albert Lutulu House 54 Sauer Street Johannesburg 2001 PO Box 11844 Morningside 2103 RSA
Tel: 011 531 5700 Fax: 011 531 5701



11:32

17

< 333



[Redacted name]



24 Oct 2020

LIST OF SHORTLISTED CANDIDATES FOR THE PUBLIC SERVICE COMMISSIONER POSITION

Shortlisted 19 candidates from 151 applicants, committee also took into account gender representation.

1. [Redacted name]



pdf

LIST OF 19 SHORTLISTED CANDIDATES.pdf

1 page • 31 KB • pdf

13:08 ✓✓

Afternoon Cdes

Please find attached and comment before end of business on Monday. There is only one vacancy.

Kind regards

13:09 ✓✓

03 Nov 2020

Morning Cdes

Please send names and cv's of comrades who would be interested and qualify for the following positions;



CEO of SA Weather Services



[Redacted text]



11:32

17

< 333



[Redacted name]



03 Nov 2020

Morning Cdes

Please send names and cv's of comrades who would be interested and qualify for the following positions;

- CEO of SA Weather Services
- CEO of SA National Bio Diversity Institute

Please do send to myself on [Redacted] before end of day on Thursday.

11:20 ✓✓

13 Nov 2020

Thapelo can't take r call . I am chairing, please text 10:06

Sorry, was checking if you are attending the Deployment Committee on Monday at 8?

10:07 //



Yes , I am cde [Redacted]



11:32

17

< 333



[Redacted name]



26 Jan 2021

Afternoon Cde

Please verify that the listed email is the correct one, if not, please provide the correct one for Deployment Committee Communication.

Thank you 🙏

📱 12:31 ✓✓



Deployment Committee Members Emails.docx

1 page • 17 KB • docx

📱 12:32 ✓✓

My email address is correct Cde

[Redacted name]

13:00

Thank you 🙏

📱 13:11 ✓✓

28 Mar 2021

Cde [Redacted name] I see you are trying to get a response from me. I am currently in the NEC, I must still try and move meetings tomorrow. I will come back immediately to you



12:18

Signal strength, Wi-Fi, and battery (10%) icons

[Redacted] - 00:16

< 334



[Redacted name]



29 Jul 2020

Afternoon Ma

Hope you are safe & well.

The Deployment Committee's
input into the NYDA, who should I
communicate it with?

13:00 ✓✓

You

Afternoon Ma

Hope you are safe & well.

You must communicate with me
on all Parliament issues

13:01

The Development Committee
supports the NYTT
recommendations and added the
following names;

[Redacted list of names]

14:36 ✓✓



You

The Development Committee supports the
NYTT recommendations and added the



15:05

43

< 337



Join our Cloud HD Video Meeting

Zoom is the leader in modern...
us02web.zoom.us

Topic: **ANC Deployment Meeting**
Time: Oct 9, 2020 08:00 AM
Johannesburg

Join Zoom Meeting
<https://us02web.zoom.us/j/83603071348?pwd=ZThEVIEyRVJlQV1NrODdLektlUT09>

Meeting ID: 836 0307 1348
Passcode: 326516 07:01 ✓✓

Sure, you said I'll should join around 8:20 or join now and be in the waiting room? 08:05

Please join now, will allow you in around 8:20 08:09 ✓✓

In case it finishes sooner 08:09 ✓✓

Sure 08:10

We should be done in 5/10mins we are concluding 08:21 ✓✓

