

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: Nonata 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 : [REDACTED]
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

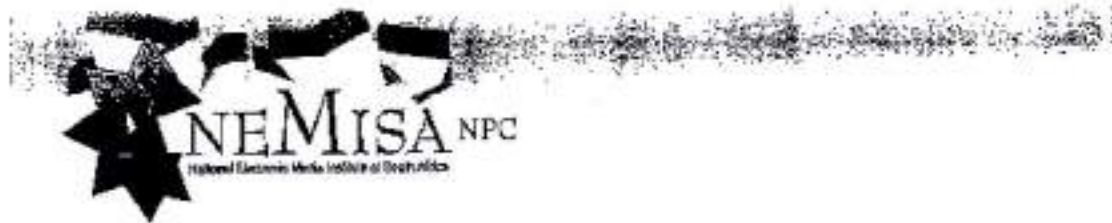
ANNEXURE A: LIST OF CANDIDATES THAT IS RECOMMENDED FOR INTERVIEWS BY THE SELECTION PANEL FOR BOARD APPOINTMENT OF AMATOLA WATER FOR THE PERIOD 2020 TO 2024

| 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 Honrs: 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, (NIMISA) subsidiary of Department of Trade Industry. (2018 – 2023), Chairperson of Audit and Risk Committee at NIMISA. (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 0283, 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 Interview Score | General Knowledge | Personal Skills | Work Skills | Overall Score | Panel Total | Final Recommendation |
|--------------------------|-----------------------|---------------------|---------------------------|-----------------|-----------------|-----------------|----------------------|
| | | Interview Questions | Self-Reflection Questions | Panel Questions | Panel Questions | Panel Questions | |
| [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 KfW 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 Masepha
- 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 | 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 | 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 | |
| 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. COORDINATES DISTRICT MANAGEMENT AND DEVELOPMENT, 2. OVERSEES THE IMPLEMENTATION OF SERVICE DELIVERY AND | APPLICANT DID NOT ATTACH MAINTIC CERTIFICATE. ALREADY WORKING IN THE DEPARTMENT THRU PRIVATE CONTRACT |
| 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 | 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 DRCOS 5. WAS HEAD OF PROCLAMATION AT SITA | IN COLUMN L, LISTED CANDIDATE'S PREVIOUS POSITIONS AS CURRENT. NEEDS VISUAL AIDS AS CHAIR OF ICT COMMITTEE NOT LISTED IN CV |

| | | | | | | | | | | | |
|---|----|---|----------------------------|-----------------------------------|----------|-------|---|-----|--|---|--|
| 5 | CT |  | OFFICE OF THE PREMIER - EN | GENERAL MANAGER SECURITY SERVICES | 09 YEARS | 11YMS | BACH DEGREE IN SECURITY RISK MANAGEMENT | 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 LIASON FOR 5 YEARS |
|---|----|---|----------------------------|-----------------------------------|----------|-------|---|-----|--|---|--|

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: Memeta-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

- 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.

1990 – 1992

- 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.

