
NAME: [REDACTED]

POSITION HELD: DEP MINISTER: JUSTICE AND CONSTITUTIONAL DEVELOPMENT

CELL: [REDACTED]

NAME: [REDACTED]

POSITION HELD: DDG: National Department of Arts and Culture and former HOD: Department of Arts and Culture

CELL: [REDACTED]

- 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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- Ensure that the number of procurement transactions are managed
- Ensure that the nature of procurement spend is managed
- Ensure that there is savings on procurement spend
- Ensure that procurement planning is managed
- Ensure that SCM risk management is performed
- Ensure that the department pays all compliant supplier invoices within 30 days of receipt of invoice

- **Diversity and Transformation**

- Ensure that equity targets are met, 50% representation of women at SMS and 2% representation of persons with disabilities across all levels
- Attraction of youth into the Public Service
- Ensure that reasonable accommodation is provided to employees with disabilities and employees with small children
- 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**

- Compile reports on the implementation of MISS
- Establish a security committee for the Institution
- Ensure that a security threat and risk assessment is conducted of the institution by the security committee
- Ensure and oversee the development, implementation and maintenance of an internal security policy and directives
- Ensure that Staff Members and Contractors with Access to Sensitive Information are Security Cleared
- 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.
- 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.
- 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.
- Implement measures to ensure the continuous monitoring of compliance with the Minimum Information Security Standards, the internal security policy and any directives issued.
- 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 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

BESEKERTIG
IE OORSAK
L. EK SERTIFIEER
NYSIDING OF VERHOORING OF DIE OORSPRONKELIKE OORSAK EN
RANG IS NIE.



CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY) OF THE ORIGINAL DOCUMENT WHICH WAS PROVIDED TO ME FOR AUTHENTICATION. I FURTHER CERTIFY THAT, FROM MY EXAMINATIONS, NO CHANGES OR ALTERATIONS HAVE BEEN MADE TO THE ORIGINAL DOCUMENT.

HANDTEKENING/SIGNATURE
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 signature]

RECTOR
REKTOR

DATE
DATUM

[redacted signature]

CHIEF EXECUTIVE OFFICER
HOOF-UITVOERENDE BEAMPTER

USB

Executive Development Ltd
University of Stellenbosch School of Business

Bestuursontwikkeling Bpk
Universiteit van Stellenbosch Bus Development

EFMD
EQUIS
ACCREDITED

- * 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

Handwritten notes:
 2020-10-14
 1011
 1011

DRIVING LICENCE

REPUBLIC OF SOUTH AFRICA

IDENTIFICATION NUMBER: [Redacted]

DATE OF BIRTH: [Redacted]

SEX: [Redacted]

HAIR: [Redacted]

EYES: [Redacted]

HEIGHT: [Redacted]

WEIGHT: [Redacted]

DATE OF ISSUE: [Redacted]

DATE OF EXPIRY: [Redacted]

ISSUE BY: [Redacted]

REMARKS: [Redacted]

2020

1011



GENERAL PURPOSE VOUCHER POSSIBILITIES

1. Issued on behalf of a REGISTERED/GENERAL PURPOSE VOUCHER OF SOUTH AFRICA.

2. Issued in accordance with the provisions of the National Voucher Act, 1997 (Act No. 112 of 1997) and the Regulations issued thereunder. It is issued for the purpose of enabling the holder to purchase goods and services from a registered supplier of goods and services.

REGISTERED RESIDENTIAL AND/OR MAIL ADDRESS

1. Keep this proof of your REGISTERED RESIDENTIAL AND/OR MAIL ADDRESS in a safe place.

2. If your name changed, your address, or if particulars of your present address, if known, different and of more nature, or you have moved, you must advise the SOUTH AFRICAN BUREAU OF POSTS AND TELECOMMUNICATIONS in writing.

3. The validity of this voucher must be used by the holder by changing it to a retail voucher at a point of sale.

4. For more information, please contact the SOUTH AFRICAN BUREAU OF POSTS AND TELECOMMUNICATIONS.

REPUBLIC OF SOUTH AFRICA


POST AND TELECOMMUNICATIONS

GENERAL PURPOSE VOUCHER

SOUTH AFRICA

2020-10-14

1011



SOUTH AFRICAN POST AND TELECOMMUNICATIONS SERVICES
 CLIENT SERVICE CENTRE
 1011

SAUB-APRIBUCHA-1011-1011-1011

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@mhi@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 (1998)
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 Colleges

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

COMPETENT PERSONS:

- 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 BAOA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for BMS 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 SWS 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. 55 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

S/N	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!

