



PERSONAL DETAILS

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

HIGHER EDUCATION

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

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

Courses Completed:

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

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

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

COURSES ATTENDED

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

HIGH SCHOOL

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

CAREER HISTORY

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

SCOPE OF DUTIES

- Advise the Minister on the exercise or performance of her powers and duties in relation to policy development on the following:
 - Development of human and social development interventions;
 - Poverty reduction, food security and community self-sustainable programmes;
 - Comprehensive social security social crime prevention and anti-substance abuse
Community development, families and social welfare services;
 - Rights of persons with disabilities; the elderly and children; youth development support.
- Amongst the achievements was the transition of eight million two-hundred South African Social Security Agency (SASSA) beneficiaries from Cash Paymaster Services to the South African Post Office (SAPO) between March 2018 – December 2018.

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

SCOPE OF DUTIES

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

ACTING DIRECTOR-GENERAL

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

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

3.

[REDACTED]

(16)

SCOPE OF DUTIES

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

4.

[REDACTED]

(14)

SCOPE OF DUTIES

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

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

SCOPE OF DUTIES

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

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

SCOPE OF DUTIES

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

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

SCOPE OF DUTIES

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

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

SCOPE OF DUTIES

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

9. National Intelligence Agency: Senior Analyst – Political Intelligence

SCOPE OF DUTIES

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

PROFESSIONAL MEMBERSHIPS

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

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

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

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

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

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

AWARDS RECEIVED

2015

2003-2004

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

PUBLICATIONS: BOOKS

- 2006 *The Experience of Economic Redistribution: The Growth Employment and Redistribution Strategy in South Africa*, Routledge, London and New York.

PUBLICATIONS: ARTICLES

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

PUBLICATIONS: NEWSPAPER ARTICLES

Have contributed articles to South African newspapers on different topics:

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

CONFERENCE PAPERS PRESENTED

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

Motivation Letter

Dear Sir/Madam

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

Summary of work experience:

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

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

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

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

Yours Truly

[Redacted Signature]

Cell: [Redacted]

[REDACTED] Chemistry)

Race, Gender & Status: African, Female and Single

Address: [REDACTED]

Drivers' License [REDACTED]

Contact no. [REDACTED]

E-mail: [REDACTED]

Career Statement

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

Experience Summary

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

Professional Achievements

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

Professional Experience

Project Manager

Current

Ascendis Pharma – Bryanston, Johannesburg, South Africa

Responsibilities:

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

SANAS Board Member

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

December 2018 – November 2021

SANAS – [REDACTED]

Responsibilities:

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

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

Board Member and Chairperson of Technical Committee

Reporting to minister of DMRE

June 2016 – August 2019

Mintek – [REDACTED]

Responsibilities:

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

Researcher at Research Directorate Office (Temporary)

August 2016 – November 2017

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

Responsibilities:

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

Council Member**Reporting to minister of DHET****February 2017 – March 2018 (ONLY quarterly meetings)****TVET, Flavius Mareka College – Sasolburg, Gauteng, South Africa****Responsibilities:**

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

Strategy Business Analyst**August 2012 – January 2015 (Retrenched)****Sasol International Energy - Rosebank, Gauteng, South Africa****Responsibilities:**

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

Senior Scientist**July 2008-August 2012****Sasol Technology, R&D – Sasolburg, Free State, South Africa****Responsibilities:**

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

Senior Researcher

February 2007- June 2008

CSIR, Nanotechnology division – Pretoria, Gauteng, South Africa

Responsibilities:

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

Part-Time lecturer

February 2005- November 2006

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

Responsibilities:

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

Education and Qualification

Doctorate (PhD) – Chemistry, March 2007

University of Witwatersrand – Johannesburg, Gauteng, South Africa

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

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

B.Sc. Honours Chemistry, November 2000

University of Limpopo – Polokwane, Limpopo, South Africa

Fundamental Management Programme, June 2012

UNISA – Pretoria, Gauteng, South Africa

Entrepreneurship, June 2014

UNISA – Pretoria, Gauteng, South Africa

Interests

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

References

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

I. D. No.



S. A. BURGER, S. A. CITIZEN



REPUBLIC OF SOUTH AFRICA

SOUTH AFRICA



REPUBLIC OF SOUTH AFRICA
SOUTH AFRICAN
PASSPORTS
REPUBLIC OF SOUTH AFRICA
SOUTH AFRICAN
PASSPORTS

GENEERTEERRE WOKON EN POSADRES

1. Berman van bewys van 'n GENEERTEERRE WOKON EN POSADRES in Namibia is hier.

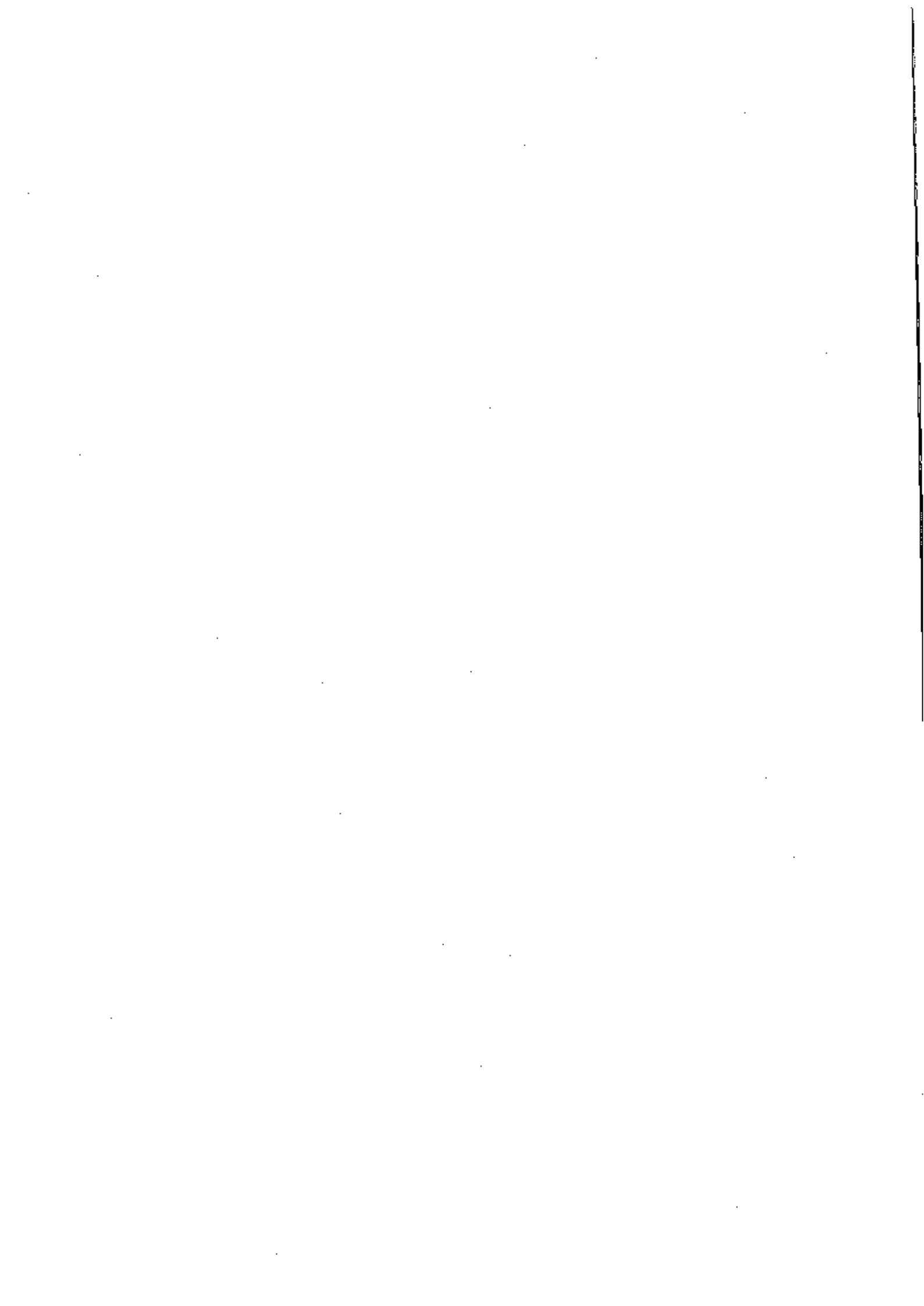
2. Indien 'n GENEERTEERRE WOKON EN POSADRES in Namibia van u afgeleë is, moet u dit aan die GENEERTEERRE WOKON EN POSADRES AMPT in die stad Windhoek, 1000, versend. Indien u dit versend, moet u die GENEERTEERRE WOKON EN POSADRES AMPT van die GENEERTEERRE WOKON EN POSADRES AMPT in Windhoek kennis gee.

GENEERTEERRE WOKON EN POSADRES

1. Keep the card of your REGISTERED RESIDENTIAL AND POSTAL ADDRESS safe.

2. If you have changed your address or if particulars of your present address (e.g. name of street, street number, etc.) have changed, please inform the NATIONAL MESSAGE CENTRE form in the account at the Department of Home Affairs. If you do not report the change, your name will be removed from the list of registered persons of the DEPARTMENT OF HOME AFFAIRS.

Die Gereguleerder van die Gereguleerde Wokon en Posadres
aan die Gereguleerde Wokon en Posadres Ampt, Windhoek
26 JUN 2008
BRANCH MANAGER
THE POST OFFICE





██████████
BCom.CAIB(SA).MBL.PCC

Managing Member

Nirvana Consulting Close Corporation

BUSINESS TURNAROUND AND HUMAN CAPITAL SUPPORT

BUSINESS ACHIEVEMENTS

Rosebank Catholic Church (pilot) – Turnaround strategy

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

GALXCOC (Alexandra) – Sustainable socio-economic township development

Small Enterprise Development Agency SOC Ltd – Multimillion rand structured financing

Executive Development – Business coaching across different industries

Nedbank Ltd – Strategic planning, transformation and human capital

Standard Bank Ltd – Business development including Africa expansion

Strategy formulation

Human capital and cultural transition

Governance systems and controls

Operational Implementation

PURPOSE

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

MOTIVATION

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

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

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

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

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

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

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

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

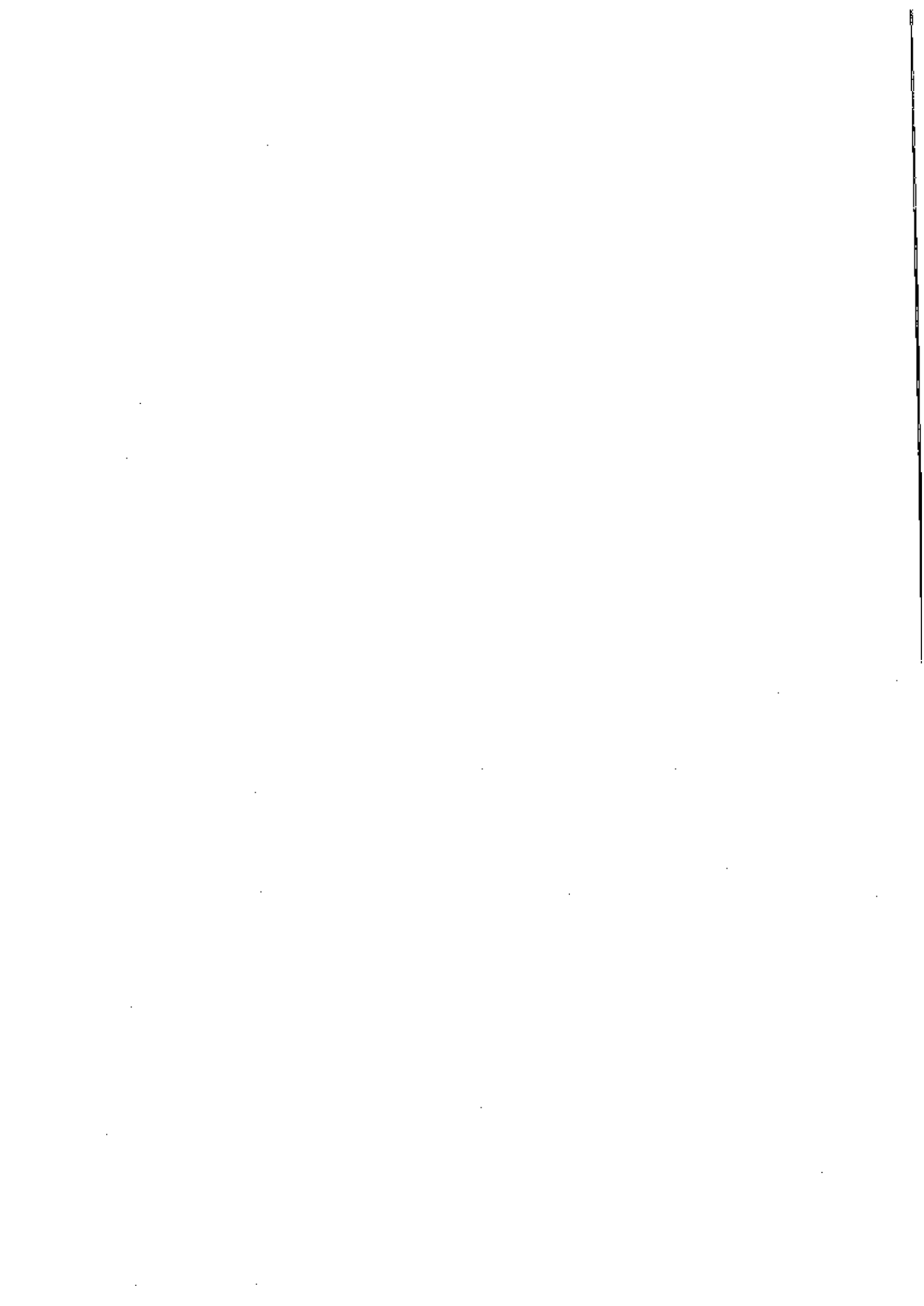
██████████ also spent several years in the area of human capital development. His exposure in this field entailed focusing on cultural and organisational change in a large financial institution where he led a team merging several major businesses into one. During the same period, he also changed the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

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

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

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

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



12 September 2020

[REDACTED]

EMAIL ADDRESS: [REDACTED]

PHYSICAL ADDRESS: [REDACTED]

POSTAL ADDRESS: [REDACTED]

PURPOSE: APPLICATION FOR CEF NON-EXECUTIVE DIRECTOR

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

Education

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

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

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

Motivation and Experience

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

AN

CURRICULUM

VITAE

[REDACTED]

[REDACTED]

EDUCATIONAL BACKGROUND

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

PERSONAL INFORMATION

SURNAME : ██████████

FIRST NAMES : ██████████

DATE OF BIRTH : ██████████

MARITAL STATUS : ██████████

DEPENDANTS : ██████████

NATIONALITY : SOUTH AFRICAN

RESIDENTIAL ADDRESS : ██████████
██████████
██████████
██████████

POSTAL ADDRESS : ██████████
██████████
██████████

CONTACT NO. : ██████████

E-MAIL ADDRESS : ██████████

HOME LANGUAGE : NORTHERN SOTHO

OTHER LANGUAGES : SETSWANA, SESOTHO,
ENGLISH AND
AFRIKAANS

LANGUAGES FAIRLY UNDERSTOOD : isiZULU, isiXHOSA, SWATI,
isiNDEBELE, XITSONGA
AND TSHIVENDA

DRIVERS LICENCE : ██████████

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

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

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

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

Some of his other accomplishments / recognitions / awards are:

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

(nominated for the 2013 best male leader on transformation)

Personal Background:

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

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

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

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

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

Attributes:

Silas regards himself as:

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

- Professional
- Direct
- A quick learner
- Spontaneous

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

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

Management style:

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

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

Achievements:

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

Summary:

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

DEPUTY CHIEF EXECUTIVE OFFICER: CORPORATE SERVICES

2009

Duties

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

2001 – 2009(May) Chief Financial Officer: GCIS

DUTIES

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

1999 – 2000 Director: Finance GCIS

DUTIES:

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

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

1997 – 1999 Deputy Directors: Administration:

GAUTENG PROVINCIAL GOVERNMENT

DUTIES

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

1996 – 1997 Project Officer: Communication (Assistant Director)

Gauteng Provincial Government

DUTIES:

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

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

AFRICAN NATIONAL CONGRESS (ANC) HQ

DUTIES

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

1992: Studying full time

1991 Administrator: Organising Department

AFRICAN NATIONAL CONGRESS (ANC) HEAD OFFICE

DUTIES:

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

1978 -1989.

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



1. [REDACTED] (Former boss)

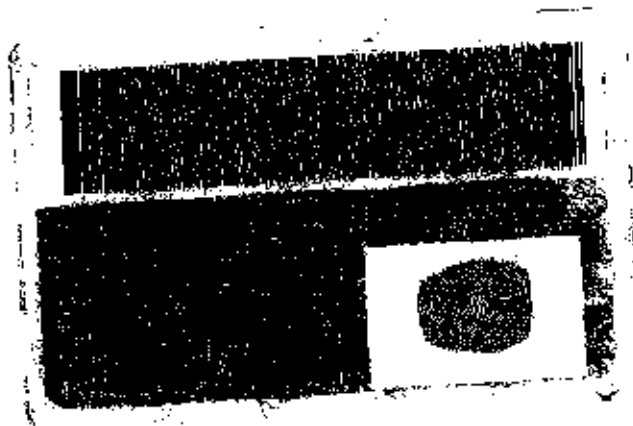
Contact: [REDACTED]

2. [REDACTED] (former Colleague)

Deputy CEO: Stakeholder engagement GCIS

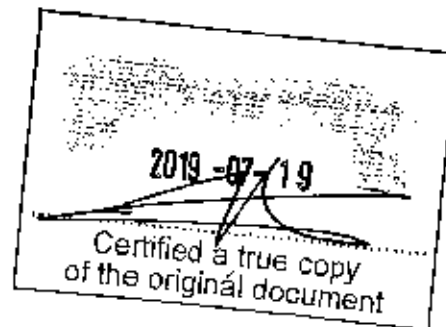
Contact: [REDACTED]

Email: [REDACTED]



COMMISSIONER OF OATHS

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





Senior Certificate (Std 10)
Senior Sertifikaat (St. 10)

(National Senior Certificate Examination)
(Nasionale Senior Sertifikaateksamen)

AWARDED TO TOEGEKEN AAN:

IDENTITY NO. / IDENTITEITS NO.

[REDACTED]

VIR-VAAR
Y-WAARNE
S. SWAR
OR DIE WERSPRONKLIKE LOUWENS- / KANDE

STAN. TOLVERSLEMMER

505

THIS DOCUMENT IS A TRUE REPRODUCTION COPY OF THE DOCUMENT WHICH WAS SENT TO ME FOR AUTHENTICITY VERIFIKASIE VAN WAT WARD AAN-OORVATINGS. AN AGREEMENT OF TOEGANG TO DIE OORSPRONKELIKE DOKUMENT.

Symbol / Simbool

Signature
Name
Rank

AFRIKAANS LANGUAGE NO

ZUID AFRICAANS TAAL NO

AFRIKAANS TERTIÛRE TAAL NO

ENGLIS TERTIÛRE TAAL NO

AFRIKAANS TWIÛRE TAAL NO

AFRIKAANS TWIÛRE TAAL NO

AFRIKAANS TWIÛRE TAAL NO

AFRIKAANS TWIÛRE TAAL NO

XX

XX

XX

XX

NATIONAL AFRICAN POLICE SERVICE
CLIENT SERVICE CENTRE

2019-07-13

CLEVELAND

SUID-AFRIKAANSE POLISDIEN

Signature: [Handwritten]
Executive Officer
Eksekutiewe Beampte

Signature: J. M. [Handwritten]
Director - General Education and Training
Direkteur - generaal Onderwys en Opleiding

Unit: 3424
3992/66/01

APPLICATION RECEIVED
AANSOEK ONTVANG

57104TY

DATE POSTED
DATUM GEDRS

Keuse sonder verandering of voorkeur. / Keuse sonder verandering of voorkeur

University of South Africa



EK SERTIFIKAT VAN OORSPRONG EN WYBLYWING VAN DIE OORSPRONKELIKE DOKUMENT WAT AAN MIJ TOEGESTUUR IS. EK SERTIFISEER DAARBY DAT, VOLGENS MY OBSERVASIES, 'N WYBLYWING OF VERANDERING OP DIE OORSPRONKELIKE DOKUMENT AANGEKOMME BRING IS NIE.

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HANDTEKENING/SIGNATURE

MAGSNUMMER / FORCE NUMBER: 719295
RANG / RANK: 207
NAAM IN DRUKERS / NAME IN PRINT: M. Duso

We certify that

[REDACTED]

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

BACHELOR OF ADMINISTRATION

at a congregation of the University
on 4 May 1998



[REDACTED]
Vice-Chancellor

[REDACTED]
Dean

EK SERTIFISEER DAT HIERDIE DOKUMENT 'N WATKOP (AFKOP) VAN DIE OORSPRONKLIKE DOKUMENT WAT OORGELEVER IS. EK SERTIFISEER VERDER DAT VOLGENS 'N TOETSING OF VERANDERING OP DIE OORSPRONKLIKE DOKUMENT BRING IS NIE.

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UNISA

HANDTEKENING/SIGNATURE	
MAGSNOMMER / FORCE NUMBER: 71420495	RANG / RANK: 1ST
NAAM IN DRUKSKRIEF / NAME IN PRINT: [Signature]	UNIVERSITY OF SOUTH AFRICA

We certify that



having complied with the requirements of the Higher Education Act

and the Institutional Statute, was admitted to the degree of

MASTER OF PUBLIC ADMINISTRATION

at a congregation of the University

on 3 October 2006



Vice-Chancellor



Executive



MAI



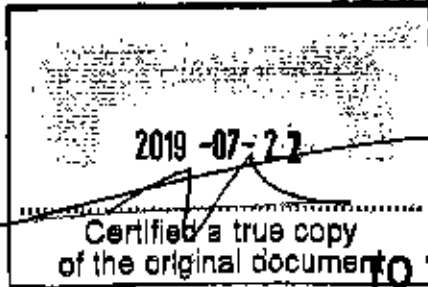
state security
State Security Agency
REPUBLIC OF SOUTH AFRICA

CONFIDENTIAL

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

SECURITY CLEARANCE CERTIFICATE

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



[Redacted]

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

ID: [Redacted]

[Redacted Signature]

DIRECTOR-GENERAL

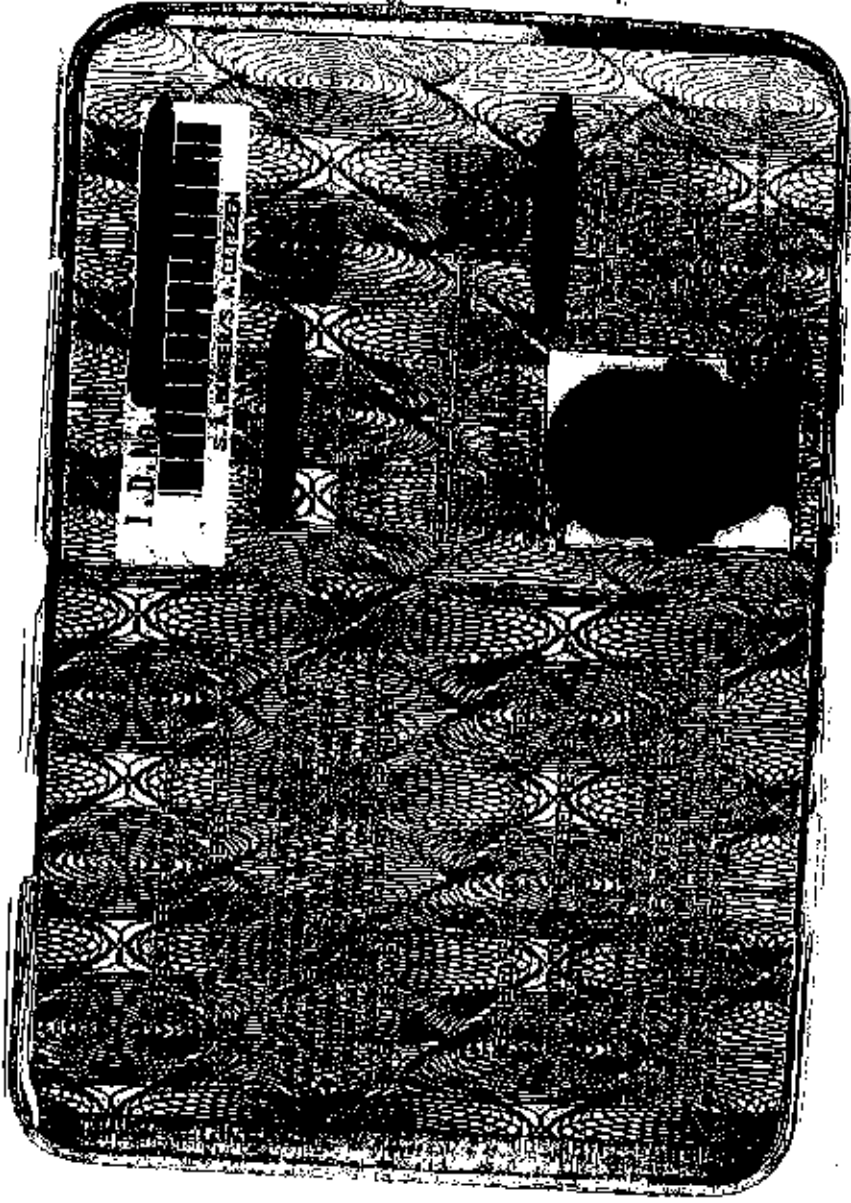
[Redacted Signature]

DATE

EXPIRY DATE: 2023-03-31

CONFIDENTIAL

0044112

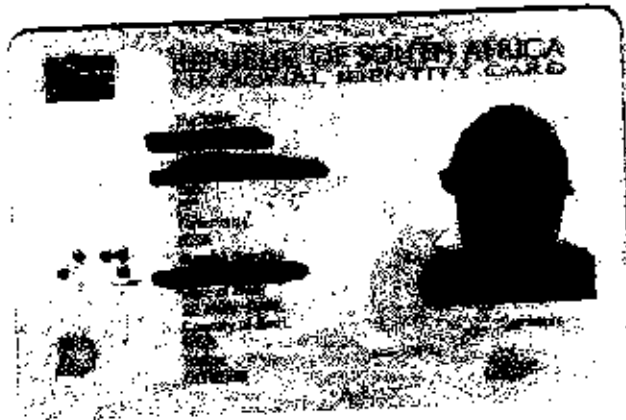


MADE ALAGBE
Commissioner of Oaths
SAR Human Resources, P.O. Box 395
Pretoria, 0001
(in terms of Govt Notice R2477)

**CERTIFIED A TRUE COPY OF
THE ORIGINAL**

[Signature]
COMMISSIONER OF OATHS

23/7/19



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I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY) OF THE ORIGINAL DOCUMENT WHICH WAS HANDLED TO ME FOR AUTHENTICATION. I FURTHER CERTIFY THAT, FROM MY OBSERVATIONS, NO AMENDMENT OR CHANGE WAS NOT MADE TO THE ORIGINAL DOCUMENT.

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HANDTEKENSIGNEATUUR

MAGSNOEMMER 71420495 RAN 3 057
FORCE NUMBER RAN 3
NAAM NAME Duce



SOUTH AFRICAN POLICE SERVICE
CLIENT SERVICE CENTRE
2019-07-13
CLEVELAND
SUID-AFRIKAANSE POLISIEDIENST

THE UNIVERSITY OF CHICAGO
LIBRARY
540 EAST 57TH STREET
CHICAGO, ILL. 60637

THE UNIVERSITY OF CHICAGO
LIBRARY
540 EAST 57TH STREET
CHICAGO, ILL. 60637

GEREGISTREERDE WOON- EN POSADRES

1. Bewaar die Nuwe's van u GEREGISTREERDE WOON- EN POSADRES in hierdie vorm.

2. Indien u van adres verander het of indien u beslis om te verhuis, moet die Nuwe's van u GEREGISTREERDE WOON- EN POSADRES in hierdie vorm in die oeske terug in die kantoor van die Departement van Binnelandse Sake.

REGISTERED RESIDENTIAL AND POSTAL ADDRESS

1. Keep the report of your REGISTERED RESIDENTIAL AND POSTAL ADDRESS in this form.

2. If you have changed your address, or if particulars of your present address, e.g. name of street and/or street number, etc. have been changed, you MUST file a CHANGE OF ADDRESS form in the report of the report of the existing address. This form must be submitted to the nearest office of the DEPARTMENT OF HOME AFFAIRS.



S. A. BURGER/S. A. CITIZEN

VOORNAAM/FORENAME

GEBOORTEDATUM OF -LAND/
DISTRICT OR COUNTRY OF BIRTH

SOUTH AFRICA

GEBOORTEDATUM
DATE OF BIRTH



DATUM UITGELEEK
DATE ISSUED

2000-02-03

UITREKKE OF GEGAG VER DIE
DIRECTOR-GENERAAL
REPUBLICANRE SAKE

ISSUED BY AUTHORITY OF THE
DIRECTOR-GENERAL
HOME AFFAIRS

SOUTH AFRICAN
POSTAL SERVICES
CENTRE
2016-07-21
KUNTE DIENSSENTRUM
SANDTON
SUID-AFRIKAanse pos dienste

172704-3
RANK
RANK
CST
[Signature]

BEZIGTIGER DAT HIERDIE DOKUMENT 'ARE (AF) VOOR
DIE OORSPRONKLIKE DOKUMENT WAT VIR ...
NI EK SERTIFIGEER VERDER DAT, VOLGENDY WAAR ... INGE DAAR NIE
WYSIGING OF VERANDERING OP DIE OORSPRONKLIKE DOKUMENT AAN
BRING IS NIE.

I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY)
OF ORIGINAL DOCUMENT WHICH WAS FORWARDED TO ME BY AUTHORITY.
I FURTHER CERTIFY THAT FROM MY CLOSEST INSPECTION NO CHANGE
OR CHANGE WAS NOT MADE TO THE ORIGINAL DOCUMENT.



HANDTEKENING/SIG. NATURE
MAGSNUMMER 71424915 RANG COJ
SERIE NUMBER BANK
NAAM IN DRUKSKRIEF
NAAM IN 'PRINT

INNOVATIVE IDEAS TRAINING ACADEMY
"BUSINESS SUCCESS THROUGH CUSTOMER SATISFACTION, THAT'S WHAT WE KNOW"

THIS IS TO CERTIFY THAT



HAS BEEN AWARDED A CERTIFICATE

For Successfully Completing the

Strategies for PR and Communications

Master Class

FACILITATOR



SOUTH AFRICAN POLICE SERVICE
CLIENT SERVICE CENTRE
2019 -07- 13
CLEVELAND

LECTURER SIGNATURE

DIRECTOR SIGNATURE

ISSUED ON THIS 29TH DAY OF JUNE 2012

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

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

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

WORKING EXPERIENCE

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

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

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

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

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

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

November 2010 – Aug 2011

Senior Manager Office of Head of Department
Department of Social Development & Special
Programmes

Responsibilities

Manage and Implement Monitoring System which
Track Progress and Impact of the Department,
Ensure Departmental Strategic, Annual and
Operational Plans are aligned to the Provincial
Growth and Development Programme of Action,
Coordinate Departmental Reports on behalf of the
Head of Department, Monitor Provincial Policies
And the Legislative Framework relating to the
Department of Social Department & Special
Programmes, Monitor, Promote and coordinate
The implementation of Departmental Service
Delivery Plans, Ensure the Promotion of
Cooperative Governance with National and
Provincial Government, Manage the of the Head
Of Department, Manage and Supervise Staff in
Office of Head of Department.

May 2009 – Nov 2010

Head: Office of the MEC
Department of Social Development

2007 -2009

Convivium
Senior Associate

2002 – 2007

General Manager: Strategic Support

Buffalo City Municipality

Responsibilities

Public Participation
Special Programmes Inclusive of Gender, Youth,
People with Disability, HIV/AIDS & Older People
Council Support

1999 – 2002

Independent Development Trust (IDT) –
Programme Implementation Manager (PIM)

Responsibilities

Programme planning
Receive programme and draw action and
Scheduling plans.
Coordinate all relevant stakeholders
Identify service providers
Draft service provider's terms of reference
And Contracts for validation by the legal
Department.
Enter into agreement with service providers.

Manages relations

To consolidate the social and technical
Outputs.

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

Technical: contractors, service providers,
Engineers etc.

Programme Implementation

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

Align programme with time requirements.

Monitors and reports on programme progress

Coordinate and manage each process

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

Actively identify possible risks.

Manage risks.

1998 – 1999

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

Responsibilities

**Project leader for Transformation
Communication Project (only member)**

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

**Project Leader for Transformation
measurement tool (only member)**

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

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

niche in the development arena.

1997 – 1998

IDT – Provincial Programme Coordinator EC

Responsibilities

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

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

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

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

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

1997 September

IDT Community Facilitator

Responsibilities

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

- Establish their development needs

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

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

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

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

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

1997 August

Qualified as a member of the Estate Agent Board

1996 January

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

- 1995 September to December Research for trust for Christian Outreach and Education (TCOE) on local government.
- 1995 November Presiding Office – Local Government Elections
- 1992 – 1995 Resident Tutor – University of East Anglia United Kingdom
- 1991 Summer holidays worked part-time for The University of Transkei's Bureau of Development, Research and Training. Worked with Carl Keyter. My work mainly involved the evaluation of households for the distribution of funds for sustainability projects.
- 1986 – 1990 Worked as an Administrator in the South African Congress of Trade Unions (SACTU) London office, in the treasury department. Worked with Archie Sibeko. My work included fund raising, bookkeeping, addressing meetings and doing administrative work.
- 1986 – 1989 Worked in Angola for the ANC as a Commander of the women's group.
- 1980 Got involved with the ANC as a pupil and had to leave South Africa for political reasons.
- INTERESTS** I would like to contribute towards elevating the Status of disadvantaged communities both economically and socially. I am also equipped to deal with trade related negotiations. I enjoy organizing people and instilling hope by both working directly with consulting people to draw up realistic policies and practices given limited resources.

REFERENCES:

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

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

[REDACTED]
General Manager - Health Services
[REDACTED]

INTERNATIONAL CONFERENCES ATTENDED

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

REFERENCES

1. [REDACTED]
Executive Director: Mapungubwe Institute for Strategic Reflection
[REDACTED]
[REDACTED]

2. [REDACTED]
Special Advisor: Minister of Mineral Resources & Energy
[REDACTED]
[REDACTED]

3. [REDACTED]
South Africa's Ambassador to The Hague
[REDACTED]
[REDACTED]

ACADEMIC ACHIEVEMENTS

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

LEADERSHIP ROLES

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

EMPLOYMENT HISTORY

Company: Denel SOC LTD

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

Period: May 2018 – Present

Responsibilities:

Oversight Responsibility with focus on:

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

Company: Gauteng Department of Health

Position: Chief Financial Officer

Budget: [REDACTED]

Period: [REDACTED]

Responsibilities:

Strategy

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

**Responsible for Budgeting for the Department.
Responsible for Risk Management and internal controls.**

Responsible for Financial Reporting.

Responsible for Stakeholder Management

Company: South Ocean Holdings Limited – JSE Listed

Position: Group Chief Financial Officer

Budget: R2.0 billion

Period: August 2016 – January 2018

OTHER NOTABLE EXPERIENCE:

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

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

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

COMPUTER LITERACY

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

REFERENCES

[Redacted references]

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

Company: Ernst & Young Inc.
Position: Trainee Accountant
Period: January 2005 – December 2007
Responsibilities:

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

Client portfolio – Ernst & Young: Post Articles

Client Name

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

Client portfolio – As a Trainee Accountant:

Client Name

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

Review monthly balance sheet reconciliations
Branch Reconciliations review

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

Position: Project Accountant.

Period: June 2011 – April 2014

Responsibilities:

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

Company: Ernst & Young Inc.

Position: Client Service Executive/Assistant Manager

Period: Jan 2008 – June 2011

Responsibilities:

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

People Management:

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

Administrative Function:

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

Audit Function:

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

Company: Endo International PLC/Litha Healthcare Group

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

Period: May 2014 – July 2016

Responsibilities:

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

Company: Land and Agricultural Development Bank of South Africa

Position: Acting Senior Financial Accountant

Period: June 2011 – April 2014

Responsibilities:

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

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

Treasury

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

Budget

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

Responsibilities:

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

Strategy

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

Operations

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

Risk Management

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

Finance Management

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

CURRICULUM VITAE

PERSONAL INFORMATION

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

Gender & Race: Female – African.

EDUCATION/QUALIFICATIONS

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

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

Auditing Specialist Course: Joint course by UCT & UJ

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

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

Post Graduate Diploma in Accounting Sciences: University of South Africa

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

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

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

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

Einladung zum Fest

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higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Media, Information and Communication Technologies
Sector Education and Training Authority

mictseta

Accelerating quality skills towards an information savvy society

National Certificate

This is to certify that

[REDACTED]

I.D. No: [REDACTED]

Has successfully achieved competence against the following
SAQA registered qualification

NATIONAL CERTIFICATE: RADIO STATION MANAGEMENT

NQF Level 5
(NLRD No. 49122)

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

[REDACTED]

16/05/2017

Date of Issue

Commissioner of oaths (Ex officio)
Jeremy Rex Walks
Competence Area Manager - Sensor
Science and Technology
CSIR Materials Science & Manufacturing
P.O. Box 393 Pretoria 0001

Certified a true copy of the original

[REDACTED]

Mr. [REDACTED]
SST Competence Area Manager

CN: JSIETDA/03422

Awarded as an original document with no alterations



Institute for the
Advancement of Journalism

Certified a true copy of the original

J. Walls
Mr. J. Walls
SST Competence Area Manager

Commissioner of Public Safety
Jeremy Rex Walls
Competence Area Manager - Sensor
Science and Technology
OSP/Advanced Science & Manufacturing
P.O. Box 308 Prichard MS 38951

Certificate of Completion

[Redacted Name]

has completed the course

Strategic Thinking for Communicators

22 January 2014

[Redacted Signature]

Executive Director: [AJ]

[Redacted Signature]

Course Facilitator



THE INSTITUTE FOR THE ADVANCEMENT OF JOURNALISM

9 Jubilee Road, Parktown, Johannesburg 2195, South Africa

Certified a copy of the original

Accreditation Number: MAPP7944

Certificate of Attendance

Commissioner of South African
Journalism
Competence Area Manager - Senior
Science and Technology
CSI/Science & Technology
P.O. Box 398 Pretoria 0001

[REDACTED]
has completed a 12 month learnership on

Radio Station Management: National Certificate NQF Level 5

in Johannesburg February 2007 - October 2009

[REDACTED]
IAJ Executive Director
20 October 2009

Results



CONTINUING EDUCATION
UNIVERSITY OF PRETORIA

Providing
Incredible Training

Mr. [REDACTED]

October 09, 2015

National ID/Passport: 6908285361083

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

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

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

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

Certified a true copy of the original

[REDACTED]
SST Competence Area Manager

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

July 31, 2019

Dear [REDACTED]

APPLICATION FOR THE POST OF THE DIRECTOR – GENERAL

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

I have thirty-five (35) years' experience serving collectively in the supervisory, middle management, senior management and executive management levels. Six (6) of those years were at the supervisory level in community development at the Administration Board Northern Transvaal. Fourteen (14) years were at the management level in television productions at the South African Broadcasting Corporation (SABC). Nine (9) years were at the senior management level in the promotion of gender equality at the Commission for Gender Equality (CGE). The remaining seven (7) years were at the executive management level at the Independent Communications Authority of South Africa (ICASA), the regulator of ICT Industry in South Africa.

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

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



UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

At a congregation of the University
held on 08 December 2015

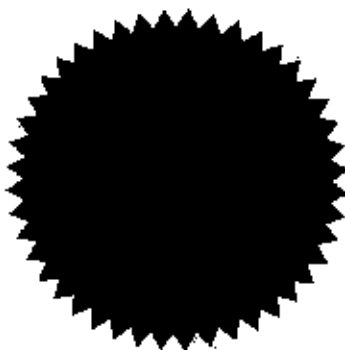


was admitted to the Degree of
Master of Arts

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

Certified as true copy of the original


Mr J. Wallis
SSY Competence Area Manager




Dean: Faculty of Humanities


Vice-Chancellor and Principal


Registrar



UNIVERSITY OF THE WITWATERSRAND,
JOHANNESBURG

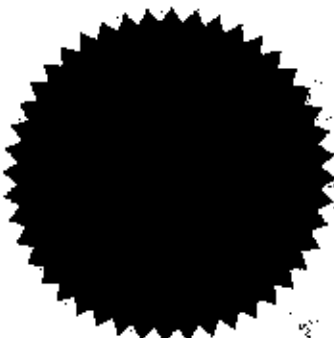
At a congregation of the University

held on 28 June 2012

[REDACTED]
was admitted to the Degree of

Bachelor of Arts with Honours

(Journalism and Media Studies)



Dean, Faculty of Humanities



Vice-Chancellor and Principal



Registrar

Completion of duties (Ex officio)
Jeremy Rex Wallis
Competence Area Manager – Sensor
Science and Technology
CSIR-Metrolabs Science & Manufacturing
P.O. Box 395 Pretoria 0001

Certified a true copy of the original



ISS Competence Area Manager

the Corporation in 1997.

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

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

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

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

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

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

July 31, 2019
Page 3

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

In the international platform, I have participated in the Workshops, Summits and Conferences that were organised by the International Telecommunications Union (ITU), the Federal Communications Commission (FCC), G3ict Global Initiative for Inclusive ICTs, as well as the United Nations Department of Economic and Social Affairs. The highlight of my participation in the international platform was when I represented ICASA at the World Conference on International Telecommunications 2012 (WCIT- 2012) in Dubai, where I successfully lobbied and convinced the ICT world leaders to include Accessibility, Inclusivity, e-Waste and Energy Efficiency in the International Telecommunications Regulations (ITRs). Please refer to: <http://www.youtube.com/watch?v=uf69MRCRF-o>

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

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

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

Yours sincerely

A large black rectangular redaction mark covering the signature area.

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

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

Relevant Competencies

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

Declarations

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

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

Your sincerely

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CURRICULUM VITAE

OF



PERSONAL DETAILS

NAME: [REDACTED]

SURNAME: [REDACTED]

DATE OF BIRTH: [REDACTED]

AGE: [REDACTED]

NATIONALITY: [REDACTED]

IDENTITY NUMBER: [REDACTED]

SEX: [REDACTED]

MARITAL STATUS: [REDACTED]

HOME LANGUAGE: [REDACTED]

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

HOME ADDRESS: [REDACTED]

POSTAL ADDRESS: [REDACTED]

TELEPHONE NUMBERS: [REDACTED]

CRIMINAL OFFENCES: None

HEALTH: [REDACTED]

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

EDUCATION QUALIFICATIONS

LAST SCHOOL ATTENDED

[REDACTED]

HIGHEST STANDARD
PASSED

[REDACTED]

TERTIARY EDUCATION

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

Certificate in Banking Law and Financial Markets

INSTITUTION
2008

University of Pretoria
Certificate In Insolvency Litigation and
Administration

INSTITUTION
2008

University of Witwatersrand
Certificate in Mediation and Negotiation

INSTITUTION
2012-
1

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

INSTITUTION
2012-2012

University of South Africa
Advance Course in Business Rescue Practice

INSTITUTION
2013 -2013

University of Witwatersrand
Advance Diploma in Mining and Exploration Law

COURSES ATTENDED

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

Compliance courses held by the Compliance Institute.

Finance for non-financial Managers (UCT).

EMPLOYMENT HISTORY

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

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

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

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

Date: April 2018 - May 2019
POSITION HELD: Ministerial Special Advisor
DUTIES: Special advisor to Minister of Human Settlement advising her on all the Legal matters.

DATE: August 2005 – January 2011
POSITION HELD: Senior Director – Hofmeyr Herbststein & Gihwala Inc/Cliffe Dekker Hofmeyr
DUTIES: Involved in commercial and corporate law practice, tax law, aviation law, competition law, insolvency law practices

DATE: November 2001 – June 2005
POSITION HELD: General Counsel and Executive Vice President: Legal at the Industrial Development Corporation of South Africa Limited (IDC)
DUTIES: Advising Board of Directors and Executive Management on all legal matters, overseeing solving of legal problems internationally and externally structuring complex financial transactions, drafting agreements and responsible for workout and restructuring.

DATE: 2004 – June 2005
POSITION HELD: Compliance Officer
DUTIES: Developing compliance culture within IDC and implementation of compliance policies

DATE: November 1999 - 2001
POSITION HELD: Head of Legal Services Department at IDC
DUTIES: Overseeing and solving of all legal problems in IDC, drafting of financial transaction agreements and advising on all legal matters.

DATE: May 1998 – October 1999
POSITION HELD: Partner - Pule, Selebogo & Partner (Johannesburg)
DUTIES: Head of Commercial Law, Commercial Litigation, Tax, Banking and Finance, Insolvency Departments

DATE: February 1997 – April 1998
POSITION HELD: Senior Tax Specialist - Eskom
DUTIES: Prepare Eskom to be tax paying entity, advice Eskom and its subsidiaries on Income Tax, International Taxation, Value-added Tax (VAT) issues and other taxes; Responsible for Eskom's and its subsidiaries' Income Tax and VAT compliance

DATE: March 1996- January 1997

POSITION HELD: Practising as Tax and Legal consultant under the name Tony Tshivhase Tax and Legal Consultants in Pretoria

DUTIES: Carry VAT audits in association with Coopers & Lybrand for Local Governments; Drafting commercial agreements; Registration of Companies and Close Corporations; Advice clients in Income Tax and VAT issues and Income Tax and VAT planning

DATE: February 1994 – February 1996

POSITION HELD: Partner - Moseneke and Partners with offices in Pretoria and Johannesburg

DUTIES: Partner in charge of Commercial and Tax Department; Drafting general commercial agreements; Advice clients in Commercial Law Issues; Commercial Litigation; Drafting take-over, management buy-outs, mergers and Shareholder's agreements; Advice clients on Income Tax, International Tax; Drafting Wills; Establishing Trusts; Estate Planning; Registration of Companies and Close Corporations; Income Tax, International Tax and VAT planning for clients and Liquor Licence applications

DATE: May 1993 – January 1994

POSITION HELD: Tax Consultant with Coopers & Lybrand in Pretoria

DUTIES: Advise clients on income tax, VAT, International Tax issues, assist clients in income tax planning, VAT and international planning. Head of Tax Compliance and Secretarial Departments.

DATE: February 1992 – January 1993

POSITION HELD: Tax Administrator with Kessel Feinstein in Cape Town

DUTIES: Income Tax and VAT compliance and dealing with queries from the Receiver of Revenue

DATE: January 1989 – January 1992

POSITION HELD: Candidate Attorney and Professional Assistant with Bernadt, Vukic, Potash Abel and Getz in Cape Town

DUTIES: As a candidate Attorney I was attached to the following departments (i.e. to prepare me for Attorney's Board Examination) :

- (i) Litigation;
- (ii) Labour;
- (iii) Commercial;
- (iv) Collections;
- (v) Estates;
- (vi) Human Rights; and
- (vii) Conveyancing

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

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

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

BOARD DIRECTORSHIPS

Present directorships:

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

MEMBERSHIP OF BODIES

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

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

Institute of Directors of Southern Africa

Black Lawyers Association

Association of Insolvency Practitioners of South Africa

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

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

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

PERSONAL DETAILS

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

EDUCATION

UNIVERSITY OF KWA ZULU NATAL

1987 B. Proc
1989 LLB

PROFESSIONAL REGISTRATION

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

OTHER COURSES

Attended the following courses:

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

SKILLS ACQUIRED

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

EMPLOYMENT SYNOPSIS

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

Attorney

1990 - 1991

Christopher Walton and Tatham, Ladysmith
Candidate Attorney

CAREER HISTORY

Attorneys' Practice

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

Criminal Justice System Research

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

Domestic violence programme and Gender Equality work

- Established the programme and its institutional capability
- Set up court based advisory centres in 5 Magistrates' courts in KZN
- Managed the operations of the programme
- Raised funds for the programme
- Training various stakeholders on gender equality matters
- Managing the KZN office of the Commission on Gender Equality

- Co-authored the book : **ABC Guide to Women's Rights (1998)**

Mineral Regulation

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

Mineral Policy Development

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

Diamond Trading

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

Directorships

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

Other Professional Engagements

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

REFERENCES

[REDACTED]
Former Chairperson
[REDACTED]
[REDACTED]

[REDACTED]
Former Chairperson
State Diamond Trader
[REDACTED]

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

Curriculum Vitae



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

SKILLS COMPETENCY

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

Summary of Work History

Employer	Position	Period
Department of Agriculture Land Reform & Rural development	Acting Deputy Director General: Corporate Support Services	01 April 2020 to Current
Department of Rural development & Land Reform	Acting Director General	01 May 2018 to 13 September 2019
Department of Public Works	Chief Financial Officer	04 December 2018 to 30 April 2019
Department of Rural development & Land Reform	Chief Financial Officer	01 February 2015 to 30 November 2017 14 September 2019 to 31 March 2020
Driving License Card Account	Chief Financial Officer & Acting Head of entity	October 2012 to January 2015
NRCS	Financial Manager	Aug 2010 – September 2012
Exxaro	Senior Financial Accountant	Nov 2007 to July 2010
MIBFA	Head of Accounting department	March 2006 – Oct 2007
MEEC	Financial Accountant	June 2003 – Feb 2006
Auditor General	Training – TIPP	Oct 1999 – May 2003
Grinaker	Accounts Clerk	Nov 1997 – Sept 1999

Education Details

Level	Qualification	Institution	Period
High School	Matric (Grade12)	Khwevha High School	1993
Tertiary	Bcom Accounting	University Of Venda	1996
	Accountancy diploma	University Of Natal	2003
	Bcompt Honours	UNISA	2011
	Postgrad Diploma in Applied Accounting	UNISA	2012
	APT Certificate	APT	2013
	Chartered Accountant	SAICA	2014

Computer Literacy

PROFICIENT IN THE FOLLOWING:

- MS Word
- MS Excel
- MS PowerPoint
- MS Outlook
- Teammate
- BAS
- Persal
- Accpac
- Hyperlon
- Pastel
- Oracle
- SAP
- Barn owl
- Logis

Detailed Employment History:

Company:	Department of Agriculture, Land Reform & Rural development
Period:	May 2018 – 13 September 2019 14 September 2019 to Current
Position:	Acting Director General Chief Financial Officer of the department and its three entities and head of ALHA trading Account Deputy Director General – Corporate Support Services
<p>Responsibilities:</p> <ul style="list-style-type: none"> • Discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategic plans and annual performance plan and monitor performance against these targets • Provide strategic leadership, management and support services to the department. The Administration programme comprises of the sub-programmes: Ministry, Management, Internal Audit, Corporate Services, Financial Services, Provincial Coordination, Office Accommodation • Initiate, facilitate, coordinate and act as a catalyst for the implementation of a comprehensive rural development programme leading to sustainable and vibrant rural communities • Settle and finalise land restitution claims under the Restitution of Land Rights Act (Act 22 of 1994). • Initiate sustainable land reform programmes in South Africa. • Ensure 100% compliance with government regulations and legal prescripts: • Obtain an unqualified regularly audit opinion on financial and non-financial Performance • Facilitate integrated spatial planning and land use management in all provinces through the application of relevant legislation • Ensure integrated and comprehensive land administration system • Facilitation of infrastructure development to support rural economic transformation • Provide support to rural enterprises and industries in areas with economic development potential and opportunities • Increase job opportunities and ensure skills development through CRDP and land reform initiatives • Facilitate the restoration of land rights or alternative forms of equitable redress • Promote equitable land redistribution and agricultural development by acquiring strategically located land • Provide comprehensive farm development support to smallholder farmers and land reform beneficiaries for agrarian transformation. • Functional systems and institutional arrangements for tenure and land administration to enable agrarian reform in all provinces • Provide geospatial information, cadastral surveys, deeds registration and spatial planning, as well as technical services in support of sustainable land development. The programme consists of the following sub-programmes: <ul style="list-style-type: none"> • National Geomatics Management Service • Spatial Planning and Land Use Management • Registration of Deeds Trading Account • South African Council for Planners • Legislation 	

- Legal Services
- Human Resource and Development
- Monitoring & Evaluation
- Facilities Management and Security Services
- Strategic Communications
- E-Cadastre
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Public Works
Period:	04 December 2017 to April 2018
Position:	Chief Financial Officer of the department and Property Management Trading Entity
Responsibilities	
<ul style="list-style-type: none"> • Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategies and annual performance plan and monitor performance against these targets • Provide support to the Head of the Department and line managers with regards to public finance matters. • Chair the National Bid Evaluation Committee • Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury • Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion. • Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit. • Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department • Put in place systems & procedures to ensure efficient management of the expenditure control function • Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration. • Coordinate and ensure effective and efficient management of audit intervention strategies. • Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches • Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements • Quarterly report on Procurement plan to National Treasury 	

- Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act (Act 5 of 2000) and its regulations.
- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Company:	Department of Rural development and Land Reform
Period:	February 2015 – 30 November 2017
Position:	Chief Financial Officer of the department and its three entities and head of ALHA trading Account
Responsibilities:	<ul style="list-style-type: none"> • Assist the accounting officer to discharge the duties prescribed in Part 2 Chapter 5 of the Public Financial Management Act. • Develop strategies and annual performance plan and monitor performance against these targets • Provide support to the Head of the Department and line managers with regards to public finance matters. • Chair the National Bid Evaluation Committee • Allocation of budgets to the department programmes to meet the strategic objectives of the department and review and analyse the budgets prepared for Medium Term Expenditure Framework, Adjustments Estimates of National Expenditure and Estimated National Expenditure and Medium-Term Expenditure Framework and discuss the budget allocations and bidding for funding with the National Treasury • Manage the Departmental budget in accordance with the relevant prescripts R10.1 billion. • Ensure effective management and administration of the Financial Services Branch which includes financial management services, supply chain and facilities management services, budget & budget performance and risk management and co-ordination of internal and external audit. • Coordinate and ensure effective and efficient performance of the financial management, supply chain management, risk management function in all components of the department • Put in place systems & procedures to ensure efficient management of the expenditure control function • Exercise accounting control by maintaining an accurate system of accounting and recoding of financial affairs of the Department and develop and maintain measures to prevent fraud and maladministration. • Coordinate and ensure effective and efficient management of audit intervention strategies. • Provide timely and accurate financial and operational information necessary for strategic decision-making to all branches • Ensure that quarterly, interim and annual financial statement prepared in terms of GRAP (for the entities) and MODIFIED CASH standards are compiled and submitted timeously in accordance with applicable standards and legislative requirements • Quarterly report on Procurement plan to National Treasury • Ensure strict compliance to the provisions of the Preferential Procurement Policy Framework Act

(Act 5 of 2000) and its regulations.

- Quarterly and annual Report presentation to Parliament Portfolio committee, Select Committee, Standing Committee on Public Accounts (SCOPA), executive authority and audit committee

Manage R10.1 billion budget and provide support to 9 complex Programmes of the department. Manage finance staff in our offices in 9 provinces (total staff complement in finance 601 and have 3 Trading Entities that I exercise oversight over while heading one of these entities.

Now managing the Agri-parks project that is being implemented by the three spheres of the Government with our department funding the project to the tune of R2 billion per annum for the next 10 years.

Developed and implemented the centralization of procurement for the whole country and develop procurement strategies to enhance service delivery

Obtained a clean audit for the entity that I head and an unqualified audit for the department and the Trading entity

Company:	Driving License Card Account
Period:	October 2012 – November 2014
Position:	Chief Executive Officer/Chief Financial Officer

Responsibilities:

Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipalities, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting – actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting - in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure

- Determine staff needs, appoint, train and manage staff and monitor staff performance
- Risk and fraud management reporting
- Monitoring the performance on production and delivery of driver's license card,
- Manage and maintain 1000 Live Capture Units (LCU's) at Driving License Testing Centres

DLCA is an entity of the Department of Transport that manages the production and delivery of the driving licenses. I headed the entity for the last 18 months.

Under my leadership I stopped an irregular tender worth over R1 billion just before being implemented. I headed the team that was assigned to defend the legal process that arose out of the cancellation of the irregular tender since March 2013. The litigation ended at the Supreme Court of Appeal where I won the case. This is a process that requires leadership with character, determination and integrity.

When I joined the entity, it was experiencing liquidity problems, I implemented debt collections strategies such as establishing relationships with our clients, entering into memorandum of agreements, direct contacts through meetings and workshops and introducing interest charges on long outstanding accounts, that saw the entity's cash resources grow to over R140 million within the 18 months that I was at the helm.

Company:	National Regulator for Compulsory Specification
Period:	August 2010 – September 2012
Position:	Finance Manager

Responsibilities:

Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter - this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

Operational finance

- Monthly financial reporting – actuals and forecasts including variance analysis
- Management reporting
- Financial reporting - in terms of modified cash
- Financial statement analysis & interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium term expenditure framework and estimates for national expenditure

- Annual levy increase negotiations with industry

Company:	Driving License Card Account
Period:	October 2012 – November 2014
Position:	Chief Executive Officer/Chief Financial Officer

Responsibilities:

Strategic finance

- Develop strategies and monitor performance for the entity
- Develop and execute of the transfer management plan for card production facility
- Maintain and enhancement of stakeholder and client relationship i.e. Auditor-General, Provincial Departments, Driving License Testing Centre, Municipallties, Audit committee, National Treasury, service providers
- Drive the implementation of the transfer management plan
- Project management for the introduction of the new driving license card
- Implement and monitor good corporate governance for the entity

Operational finance

- Preparation of annual financial statement and the annual report. Facilitate the printing and distribution to Parliament and submission of financial statement for audit and approval
- Presentation of financial reports to EXCO and Audit Committee
- Monthly financial reporting – actuals and forecasts and cash flow management
- Annual & Interim Financial Reporting - in terms of IFRS, GAAP or GRAP & Financial statement analysis & interpretation
- Maintain effective & efficient fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures, Implement & monitor internal controls
- Manage medium and Long-term financial planning of the entity
- Preparation & Planning of annual regularity audit
- Negotiation of contracts with major customers
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Determine staff needs, appoint, train and manage staff and monitor staff performance
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Company: National Regulator for Compulsory Specification

Period: August 2010 – September 2012

Position: Finance Manager

Responsibilities:

Strategic finance

- Annual performance planning
- Development of strategy
- Develop funding model for projects
- Bidding for appropriation bill for the department
- Implementation of the above components, reporting, evaluation and monitoring thereafter - this life cycle approach is centered on results based management
- Annual Financial statements for the Department and its 3 entities
- Presentation of financial reports to SMC, EMC and DG/DDG Forums

Operational finance

- Monthly financial reporting – actuals and forecasts including variance analysis
- Management reporting
- Financial reporting - In terms of modified cash
- Financial statement analysis & Interpretation
- Payroll administration
- Manage fixed assets, collections, payables, procurement, management accounting and accounts receivable departments
- Drafting financial policies and procedures
- Monitor internal controls
- Liaising with the External Auditors and planning for Interim and year-end audit
- Treasury function
- Monitor compliance with policies, corporate governance and government legislations
- Preparation of medium-term expenditure framework and estimates for national expenditure
- Annual levy increases negotiations with industry

Company: Exxaro Limited

Period: November 2007 – July 2010

Position:	Group Financial Accountant
Responsibilities:	<ul style="list-style-type: none"> • Month-end closure • Monthly financial reporting – actuals and forecasts • Management reporting • Rolling forecasts • Preparation and monitoring of budgets • Preparation of Interim and year-end financial statements • Preparation of tax packs • Analysis of expenditure for tax purposes • Accounting services to support corporate services departments • Value adding cost control services • Supervise staff • Implement & monitor Internal controls • Assist in ad-hoc assignments • Liaise with internal and external auditors • Liaise with external customers

Company:	Metal Industries Benefit Fund Administrators
Period:	March 2006 – October 2007
Position:	Head of Accounting department
Responsibilities:	<ul style="list-style-type: none"> • Month-end closure • Review general ledger reconciliations • Review vat returns and compile tax returns • Maintains fixed assets register • Prepare and monitor budget • Supervise 7 accounts clerks • Manage debtors and creditors accounts • Implement & monitor internal controls • Assist in ad-hoc assignments • Prepare financial statements in accordance with international financial reporting standards • Liaise with internal and external auditors

Company:	Mpumalanga Economic Empowerment Corporation
Period:	June 2003 – February 2006
Position:	Financial Accountant
Responsibilities:	<ul style="list-style-type: none"> • General ledger to trial balance • Month-end closure of all modules • General ledger reconciliation • Prepare vat returns • Maintain fixed assets register

- Prepare and monitor budget
- Supervise 5 accounts clerks
- Implement & monitor Internal controls
- Prepare financial statements
- Liaise with internal and external auditors & external customers

Company:	Auditor General
Period:	October 1999 – May 2003
Position:	Training – TIPP
Responsibilities:	
<ul style="list-style-type: none"> • Planning the audit • Evaluating systems in general • Evaluating audit risk • Perform test of controls & substantive test • Evaluate the results of audit tests • Reporting • Analysing financial statements • Evaluating impact of computer on controls • Review of employees tax computation • Review of vat returns 	

Company:	Grinaker Precast
Period:	November 1997 – September 1999
Position:	Accounts Clerk
Responsibilities:	
<ul style="list-style-type: none"> • Process creditors invoices • Reconciling creditors accounts • Prepare raw materials usage reports • Process & reconcile production reports • Perform monthly stock take • Petty Cash 	

References	
Mashile Mokono Position Tel	Department of Women, Youth and People with Disabilities Advisor to Minister Maite Nkoana-Mashabane 079 084 1374
Sam Vukela Position Tel	Department of Public Works and Infrastructure Director General 064 860 3389
Phuti Mabelebele Position Tel	Department of Agriculture, Land Reform & Rural Development Communications 076 402 7521