

## DEPARTMENT OF HOME AFFAIRS

**APPLICATIONS**

Applications must be sent in time to the correct address as indicated at the bottom of each post, on or before the closing date. Applications sent to a wrong address and/or received after the closing date or those that do not comply with the requirements, will not be taken into consideration.

**CLOSING DATE  
NOTE**

06 December 2019

Applications must be submitted on the Application for Employment Form (Z.83), obtainable from any Public Service department or at [www.gov.za](http://www.gov.za) and must be accompanied by a comprehensive CV, citing the start and end date (dd/mm/yr) of each employment period to be considered, together with a copy of highest qualification relevant to the post, Certified copies of ID Document and Driver's Licence where relevant. It is the responsibility of applicants in possession of foreign qualifications to submit evaluated results by the South African Qualifications Authority. All shortlisted candidates for posts on Salary Level 9 and above will be subjected to a technical assessment that intends to test relevant technical elements of the job all identified candidates on Salary Level 11 and above will further undergo a competency assessment, which applies transversally across the Public Service. All recommended candidates, irrespective of the salary level, will be subject to Employment Suitability Checks (Credit, Criminal, Citizenship, Employment and Reference and Qualification Checks). Candidates who meet the requirements and reside within close proximity of the office where the post is based, will receive preference. Kindly note that, for e-mailed applications, should you not receive an acknowledgement of receipt/ confirmation advice, this could mean that your application did not reach us due to the size of the attachments exceeding 2.5MB. Should this occur, we suggest you resend your application in 2 or 3 parts, splitting the attachments accordingly.

**MANAGEMENT ECHELON****POST 42/39**

**DIRECTOR-GENERAL: DEPARTMENT OF HOME AFFAIRS REF NO: HRMC 59/19/1**

(6 year fixed contract)

Re-advertisement (Candidates who applied for the above-mentioned post need not re-apply as their candidature will be considered)

**SALARY**

R1 978 533 - R2 228 820 per annum (Level 16), (All-inclusive salary package) structured as follows: Basic salary – 70% of package, State contribution to the Government Employee Pension Fund 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

**CENTRE  
REQUIREMENTS**

Head Office, Pretoria

An undergraduate qualification at (NQF level 7) and a postgraduate qualification of (NQF Level 8) as recognised by SAQA. 8-10 years' experience at a senior managerial level (5 years must be as a member of the SMS in the Public Service). Extensive management experience, exceptional ability to innovate thought, vision, drive and strong leadership abilities. Knowledge of the Constitution of South Africa, Public Service Regulatory Framework, Public Finance Management Act and National Treasury. Knowledge of all relevant Departmental Human Resource Frameworks. Understanding of broad-based economic empowerment principles. Knowledge of the principles and techniques of Corporate Governance. Good understanding of Government programme of action and priorities. Proven track record of leading Change Management initiatives. Strategic capabilities and leadership. Service delivery innovation, client orientation and customer focus. People management and development. Programme and project management. Communication. Knowledge and information management. Decision making and initiation action. Presentation, negotiation and business report writing skills. Problem solving and analysis. Diplomacy, coaching and facilitating and technical skills. On call, extensive travelling and extended working hours are required. Weekend working hours may be required.

**DUTIES**

The successful candidate will be responsible for, amongst others, the following specific tasks: Serve as the Accounting Officer of the Department in line with the PFMA and the established strategic direction of the Department to ensure alignment of business plans with the Annual Performance Plans (APP) of the Department. Provide strategic leadership and high level direction in the effective and efficient management and

Department of Communications and Digital Technologies

The Department of Communications and Digital Technologies is inviting applications from persons who are suitably qualified to join the Department as it strives to be the employer of choice in the Public Service and the preferred place in the ICT sector for intellectual stimulation, leadership growth and national contribution.

**APPLICATIONS:** Please forward your application via email to: [REDACTED] (quoting the relevant reference in the subject line).

**Note:** Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies not older than six (6) months of all qualification(s), and ID document. Applications received after the closing date will not be considered. e-mailed applications will be considered. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. All qualifications are subject to verification. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. All Senior Management Service appointments are subject to security clearance procedures before and after assumption of duty, declaration of financial interests within 30 days of appointment, entering into an employment contract and signing of a performance agreement. Competency assessments as well as technical exercises will be conducted for all SMS posts. Before a letter of appointment will be issued, the successful completion of the Public Service Senior Management Leadership Programme, [REDACTED] as endorsed by the National School of Government available as an online course on [REDACTED] will be required. If you have not been contacted within three (3) months of the closing date, please accept that your application was unsuccessful. Please note that CV's submitted will be destroyed after the three (3) months period. The Department reserves the right not to make appointment(s) to the advertised post(s). Candidates, whose appointment/promotion/transfer will promote the achievement of employment equity within the Department, will receive preference.

**CLOSING DATE:** 21 August 2020

**SMS POST**

**POSITION:** DIRECTOR-GENERAL: COMMUNICATIONS AND DIGITAL TECHNOLOGIES (5 YEAR CONTRACT)

**SALARY:** An all-inclusive package of R1 978 533 per annum (Salary Level 16), comprising of a basic salary (70% of package, employer's contribution to the Government Employee Pension Fund (15% of basic salary) and a flexible portion. A non-pensionable allowance equal to 10% of the annual all-inclusive remuneration package is also payable.

**CENTRE:** Pretoria, Hatfield

**REQUIREMENTS:** A comprehensive understanding of public policy, preferable in the ICT sector, and proven knowledge of the dynamics of the new converged environment. A Senior Certificate, an Undergraduate Qualification and a Post Graduate Qualification (NQF level 8) as recognized by the South African Qualifications Authority (SAQA). Applicants should have 8 to 10 years of experience at a senior managerial level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996). Advanced knowledge of South African ICT sector, its policies and how they are impacted on by global development will be an added advantage.

**COMPETENCIES:** Extensive knowledge of the Public Service Regulatory Frameworks, inclusive but not limited to the Constitution, Public Service Act and Regulations, Public Administration Management Act, 2014 (PAMA), the Public Finance Management Act, 1999, Supply Chain Management procedures and other relevant prescripts. Sound knowledge of the ICT regulatory environment. Sound financial and economic monitoring/analysis capabilities, and proven change management abilities. Advanced knowledge of management and service delivery

**CHIEF EXECUTIVE OFFICER REF NO: GPW 19/35 (5 YEAR CONTRACT APPOINTMENT) (THIS IS A RE-ADVERTISEMENT, CANDIDATES WHO PREVIOUSLY APPLIED AND ARE STILL INTERESTED ARE REQUIRED TO APPLY)**

**CENTRE:**

Pretoria

**SALARY:**

An all-inclusive salary package of R1 978 533 per annum (subject to applicable rules), structured as follows: Basic salary - 70% of package; State contribution to the Government Employee Pension Fund - (13% of basic salary), non-pensionable Head of Department allowance - 10% of basic salary, The remaining flexible portion may be structured in terms of the applicable remuneration rules. (Level 16)

**REQUIREMENTS:**

An appropriate recognized undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) or equivalent qualification, recognized by SAQA; coupled with 8 to 10 years' experience at a senior managerial level, of which at least three (3) years' experience must be within any organ of State as defined in the Constitution, Act 108 of 1996 • The candidate envisaged for appointment must be a dynamic leader with a strong financial background and business acumen and must have extensive knowledge of the PFMA and Treasury Regulations • A strong understanding of corporate governance and the entire legislative and regulatory framework applicable thereto • The incumbent will have excellent verbal and written communication skills, as well as a strong business acumen • Au fait in strategic capability and leadership, service delivery innovation, client orientation and customer care and problem solving and analysis • A valid driver's license and willingness to travel extensively and work extended hours is required

**DUTIES:**

The successful candidate will be responsible for leading the Government Printing Works in setting a clear and compelling service-vision, which translates into the effective achievement of its strategic mandate and growing of business to ensure self-sustainability • Foster partnerships with relevant stakeholders (Internally and externally), thereby optimizing the Department's contribution to the achievement of the National Development Plan • Ensure compliance with national and appropriate internationally regulations • Ensure continuous improvement in the quality and value of services rendered by the Department • Establish and maintain an organizational structure which supports the accomplishment of operational and strategic goals, Implement and ensure compliance with corporate governance and all the relevant legislative and regulatory frameworks based on the King III principles, and ensure effective resource management.

**ENQUIRIES:**

[REDACTED]

**ENQUIRIES**  
**APPLICATIONS**

administration of the Department. Manage and ensure policy analysis, development and implementation. Provide advisory support to the Executive Authority (Minister). Promote Inter and Intra government relations and participate and represent the Department in various forums. Development and implementation of policy, departmental strategy, procedure, Directives, Acts, Regulations and Legislations. Management of resources (physical, human and financial).

Ms C Mocke Tel No: (012) 406 4153/082 301 8580

Quoting the relevant reference number, direct your Application for Employment Form (Z.83), a comprehensive CV, together with a certified copy of highest qualification relevant to the post, Certified copies of ID Document and Driver's Licence, by closing date to: e-mail: [DGrecruitment@dha.gov.za](mailto:DGrecruitment@dha.gov.za)

**Submission on the recommendation for the nomination of new members to the Independent Regulatory Board for Auditors (IRBA)**

**1. PURPOSE**

- 1.1 To request the Deployment Committee to support the nomination of Ms [REDACTED] and [REDACTED] Ms [REDACTED] Mr [REDACTED] and Professor [REDACTED] be appointed as Members of the Board of the Independent Regulatory Board for Auditors (IRBA) for a period of two (2) years, commencing from the date of approval by Cabinet subject to verification of qualifications and security clearance to be conducted by the Board of IRBA.

**2. SUMMARY**

- 2.1 The previous Board of IRBA comprised of six members and was appointed on 10 May 2017 and their term was subsequently extended by the Minister of Finance to 9 May 2020. As from 10 May 2020 the IRBA has been without a Board and the Chief Executive Officer has assumed the role of Accounting Authority in accordance with section 49 of the Public Finance Management Act, Act 1 of 1999 (PFMA).
- 2.2 The Board has three sub-committees, the Audit and Risk Management Committee, Disciplinary Advisory Committee and the Operations Committee, and the Board members will also be nominated to a sub-committee.
- 2.3 The Minister of Finance is of the view that the ten (10) new members proposed will be suitable to ensure that IRBA achieve its strategic objectives and fulfil its mandate in a period where the auditing profession as a whole needs restoration.

**3. DISCUSSION**

**Overview of the IRBA**

- 3.1 IRBA is the regulator of the auditing profession and adheres to the highest ethics and standards, the mission is to protect the financial interests of the

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South African public and international investors through effective regulation of assurance in accordance with internationally recognised standards and processes.

3.2 The IRBA was established in terms of the Auditing Profession Act, Act 26 of 2005. Section 11 of the Auditing Profession Act provides that the Regulatory Board consists of not less than six but not more than 10 non-executive members appointed by the Minister. **(Annexure A).**

3.3 The previous IRBA Board comprised of (6) six members whose term has come to an end on 9 May 2020. The Minister is recommending the appointment of a total of 10 non-executive members to the Board.

#### **APPOINTMENT OF BOARD MEMBERS**

3.4 [REDACTED] is a qualified CA (SA); she is an experienced executive and non-executive director with 19 years' experience in serving in various governance positions in the public and private sector. She has a substantial understanding of good corporate governance, corporate strategy and enterprise wide risk management to name just a few, and this will be very valuable at IRBA. She currently also holds a number of other non-executive appointments.

3.5 [REDACTED] has extensive legal experience; he will be extremely valuable to the IRBA Board that must deal with audit inspections and disciplinary cases. [REDACTED] has vast experience in government policies and procedures as has served as the Head of Department for the North West Local Government and Housing department from 2001-2009 and North West Public Safety department from 2010-2011.

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- 3.6 [REDACTED] is a CA (SA) and has had a very successful career at the South African Reserve bank. He was appointed as the Deputy Registrar of Banks from 1 April 2006 to August 2013 and in this role he was involved with various governance structures of the major banks. Following retirement from the Reserve Bank he was appointed as the Chief Risk Officer of uBank Limited.
- 3.7 [REDACTED] has 13 years' experience in auditing, finance, private equity and investment management. She is a qualified CA (SA) and has also completed her MBA. She is currently employed at Lonrho Group as an investment manager and also serves as a non-executive board member for Bigen Africa (Pty) Ltd.
- 3.8 [REDACTED] has extensive experience corporate strategy and business systems implementation, and has served on a number of committees and boards. She holds a post graduate diploma in business administration and she is a member of the Institute for Bankers South Africa (CAIB). She specializes in risk management and corporate governance.
- 3.9 [REDACTED] is a CA (SA) and has extensive experience and has been a director and board member of numerous companies. During his long career he was Chairman of EY and President of the Johannesburg Stock Exchange, as well as the CEO of Liberty and Chairman of Sanlam. He is a founding member of the King Committee and is still serving as a member, he also served in the Governance Review Task team of SAICA. He is currently a director at SASFIN Financial Services (Pty) Ltd and at ASPEN Pharmacare Holdings Ltd.
- 3.10 [REDACTED] is a CA (SA) and has extensive experience in the financial services sector spanning over 40 years with various roles including group internal audit executive for Old Mutual and group finance director for

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MMI Holdings. His Board experience includes serving as non-executive director on a number of boards such as Santam (member of audit and risk committee), BrightRock Group (Chairman of the audit, risk and investment committee), Centriq group (member of the audit, risk and investment committee) and Miway group (member of the audit and risk committee).

3.11 [REDACTED] is a CA (SA) and her experience include serving on the Boards of Senwes (Agri businesses), Cell C (Chairperson of Audit Committee), Adcorp, EOH (Chairman of Risk and Governance committee), Land Bank, Land Bank Insurance Company (Chairperson of Investment & Actuarial Committee), Chairperson of Sybrin (EOH subsidiary), ETG Input Holdings (Chairperson of Audit committee) and Murray & Roberts amongst others.

3.12 [REDACTED] has over 45 years of experience in accounting, auditing, consulting and advisory work. In December 1999, he was appointed by the President of the Republic of South Africa as Auditor-General of South Africa for a seven-year term which ended in November 2006. He also served as Chairperson of the United Nations Panel of External Auditors and he was the Secretary General for the Auditors General Association on the African Continent. Previous experience includes being the Group Executive of Business Risk Management for MTN. He retired as full time executive at MTN in February 2005, and he currently serves on the Boards of various companies and community based non-profit organisations.

3.13 [REDACTED] is the first black female Associate Professor in Auditing and is also a CA (SA). She is a member of the Davis Tax Committee and is an academic representative on the Auditing Guidance committee of SAICA as well as on the Board of the PwC Business School.

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3.14 The Curricula Vitae's (CVs) of the proposed candidates are attached as **Annexure B**.

3.15 In effecting these appointments, the Board will comprise of 10 Board Members. **Annexure C** attached illustrates the Board's composition, inclusive of the proposed appointments depicting gender, race and Board members' areas of expertise.

3.16 The King III Report on Corporate Governance recommends that the Board comprises of a majority of non-executive directors. The IRBA Board comprises of 100% non-executive and 100% independent directors.

#### **4. IMPLEMENTATION PLAN**

The appointment of the ten Board members will be effective from commencing from the date of approval by Cabinet.

#### **5. ORGANISATIONAL AND PERSONNEL IMPLICATIONS**

None for Government. Remuneration of Boardmembers from outside the public service will be paid by IRBA.

#### **6. FINANCIAL IMPLICATIONS**

None. The proposed nominees will be replacing the outgoing members of the Board which have been budgeted for by IRBA.

#### **7. RISK / RISK MITIGATION**

The appointment of the Boardmembers are in line with the legislation. There are no further risks identified.

**8. COMMUNICATION IMPLICATIONS**

Upon approval of the appointment to the Board, these Board members will be informed of their appointments.

**9. CONSTITUTIONAL IMPLICATIONS**

None.

**10. IMPLICATIONS FOR VULNERABLE GROUPS**

None.

**11. SECURITY IMPLICATIONS**

None

**12. DEPARTMENTS AND PARTIES CONSULTED, RESPONSES AND COMMENTS**

12.1 The Cabinet Memorandum was not prepared in consultation with the Governance and Administration Cluster because the Auditing Profession Act, (Act 26 of 2005), outlines the Board appointment process.

**13. RECOMMENDATIONS**

13.1 It is recommended that the Deployment Committee:

(a) Supports the nomination of

and

be appointed as Members of the IRBA Board for a period of two (2) years, commencing from the date of

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approval by Cabinet subject to verification of qualifications and security clearance to be conducted by the Board of IRBA.

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**LEPELLE NORTHERN WATER BOARD**

**INTERVIEWS REPORT**

**FOR DEPLOYMENT COMMITTEE**

**BY**

**COMRADE ~~XXXXXXXXXX~~**

**MARCH 2021**

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## **EXECUTIVE SUMMARY AND BRIEFING NOTES OF THE LEPELLE NORTHERN WATER BOARD INTERVIEWS HELD ON THE 13<sup>TH</sup> MARCH 2021**

Water Boards play a critical role within the water value chain. In this regard, the Minister of Human Settlements, Water and Sanitation as the Executive Authority and Shareholder of Boards is responsible for the appointment of suitable board members installed to take forward the strategic priorities of the water sector, particularly as it relates to service delivery. The term of office for Lepelle Northern Water has expired and Minister appointed a Selection Panel to support the process of appointing the new Board members.

The Board of Lepelle Northern Water was appointed in February 2016 and its term of office expired in March 2020. The Minister extended the term of office of the Board until end of April 2020. Thereafter, an interim Board was appointed with effect from 1 May 2020, until such a time where a new Board is appointed.

The calling for nominations closed on 30 June 2020 and a total of 181 nominations were received, of which 59 candidates were nominations with a Proposer and Second, which serve as a qualifying criterion (as per the advertisement). Fifty-two (52) candidates were nominated with the Proposer only, and 70 candidates were nominated without the Proposer and Second. The latter groups are disqualified based on the conditions stipulated within the approved advertisement.

The Minister of Human Settlements, Water and Sanitation appointed a Selection Panel on 03 February 2021 to support the process of selecting Board members for the Water Sector Entities.

The Selection Panel convened on 13 February 2021; virtually through MS Teams to short-list the candidates for the appointment to the Board of Lepelle Northern Water. A total of twenty (20) eligible Board members were shortlisted for interview, such included seven (7) applications from the interim Board members of Lepelle Northern Water.

The Selection Panel convened on 13 March 2021, through Microsoft Team (a virtual platform) to interview the twenty (20) shortlisted candidates. Of the twenty (20) candidates, nineteen (19) candidates were interviewed, as one candidate withdraw the invitation to be interviewed for Board membership.

After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process.

The Deployment Committee is requested to note the Board appointment process of the Lepelle Northern Water and approve its Chairperson and Deputy Chairperson from the recommended candidates as indicate in the Interview Report.

**INTERVIEW REPORT BY THE SELECTION PANEL ON THE RECOMMENDED  
CANDIDATES FOR APPOINTMENT IN THE NEW BOARD OF LEPELLE NORTHERN  
WATER**

## 1. INTRODUCTION

Water Boards play a critical role within the water value chain. In this regard, the Minister of Human Settlements, Water and Sanitation as the Executive Authority and Shareholder of Boards is responsible for the appointment of suitable board members installed to take forward the strategic priorities of the water sector, particularly as it relates to service delivery. The term of office for Lepelle Northern Water has expired and Minister appointed a Selection Panel to support the process of appointing the new Board members.

The primary role of Lepelle Northern Water is the provision of bulk water and related services to the Municipal areas of Middle Letaba, which serves both Vhembe and Mopani District Municipalities, Olifants River Water development Project which serves Polokwane Municipality, Sekhukhune District and Capricorn District Municipality and Mogalakwena Local Municipality in Polokwane. It is also recognised that Lepelle Northern Water Board operates within province with major water and sanitation backlogs and most importantly provides bulk water services to municipalities with little economic activities.

The Selection Panel would like to express its gratitude and appreciation to the Department of Water and Sanitation as well as the Minister of Human Settlements, Water and Sanitation for all the support provided. The support provided enabled the Panel to deal with and conclude interviews of candidates during the meeting held on 13 March 2021.

## 2. BACKGROUND

The Board of Lepelle Northern Water was appointed in February 2016 and its term of office expired in March 2020. The Minister extended the term of office of the Board until end of April 2020. Thereafter, an interim Board was appointed with effect from 1 May 2020, until such a time where a new Board is appointed.

The calling for nominations closed on 30 June 2020 and a total of 181 nominations were received, of which 59 candidates were nominations with a Proposer and Seconder, which serve as a qualifying criterion (as per the advertisement). Fifty-two (52) candidates were nominated with the Proposer only, and 70 candidates were nominated without the Proposer and Seconder. The latter groups are disqualified based on the conditions stipulated within the approved advertisement.

The Minister of Human Settlements, Water and Sanitation appointed a Selection Panel on 03 February 2021 to support the process of selecting Board members for the Water Sector Entities. The table below indicates the members of the Selection Panel as approved by the Minister:



| No. | Name and Surname | Profile  | Designation on the Selection Panel |
|-----|------------------|--|------------------------------------|
| 1.  | [REDACTED]       | Chairperson: Select Committee Cooperative Governance and Traditional Affairs, Water and Sanitation and Human Settlements | Chairperson                        |
| 2.  | [REDACTED]       | Advisor to the Minister of Human Settlements, Water and Sanitation   | Ordinary Member                    |
| 3.  | [REDACTED]       | Representative of the Premier of Limpopo Province  | Ordinary Member                    |
| 4.  | [REDACTED]       | Head of Administration Water and Sanitation  | Ordinary Member                    |
| 5.  | [REDACTED]       | Member of Minister's Advisory Panel for Human Settlements  | Ordinary Member                    |
| 6.  | [REDACTED]       | Acting Director-General: Water and Sanitation  | Ordinary Member                    |

Honourable, T Dodovu, the Chairperson of Selection Panel tendered his apology due to death in the family. Mr Beza Ntshona was nominated and confirmed by fellow panellist to stand in as Chairperson of the Selection Panel, so that the selection panel may go ahead and complete the interviews for Lepelle Northern Water.

In addition to the members of the Selection Panel, the following officials were also present to provide administrative support to the Selection Panel:

Ms T Sigwaza-DWS (Institutional Oversight)  
Ms E Bofilatos-DWS (Institutional Oversight)  
Ms N Ingwane-DWS (Institutional Oversight)  
Ms S Govender-DWS (Institutional Oversight)  
Ms N Mbele-DWS (Institutional Oversight)

### 3. SELECTION PROCESS

The Selection Panel convened on 13 February 2021; virtually through MS Teams to short-list the candidates for the appointment to the Board of Lepelle Northern Water.

The Selection Panel deliberated extensively to produce a shortlist of candidates that meets the criteria outlined in the advertisement and crucially in ensuring that the mandate of the Minister is executed without fail.

A total of twenty (20) eligible Board members were shortlisted for interview, such included seven (7) applications from the interim Board members of Lepelle Northern Water.

### 4. INTERVIEW PROCESS

The Selection Panel convened on 13 March 2021, through Microsoft Team (a virtual platform) to interview the twenty (20) shortlisted candidates. Of the twenty (20) candidates, nineteen (19) candidates were interviewed, as one candidate withdraw the invitation to be interviewed for Board membership.

|   |  |  |
|---|--|--|
| <ul style="list-style-type: none"> <li>• Finance, Audit and Risk Management;</li> <li>• Human Resources;</li> <li>• Environmental Management;</li> <li>• ICT; and</li> <li>• Legal</li> </ul> |  |  |
|---|--|--|

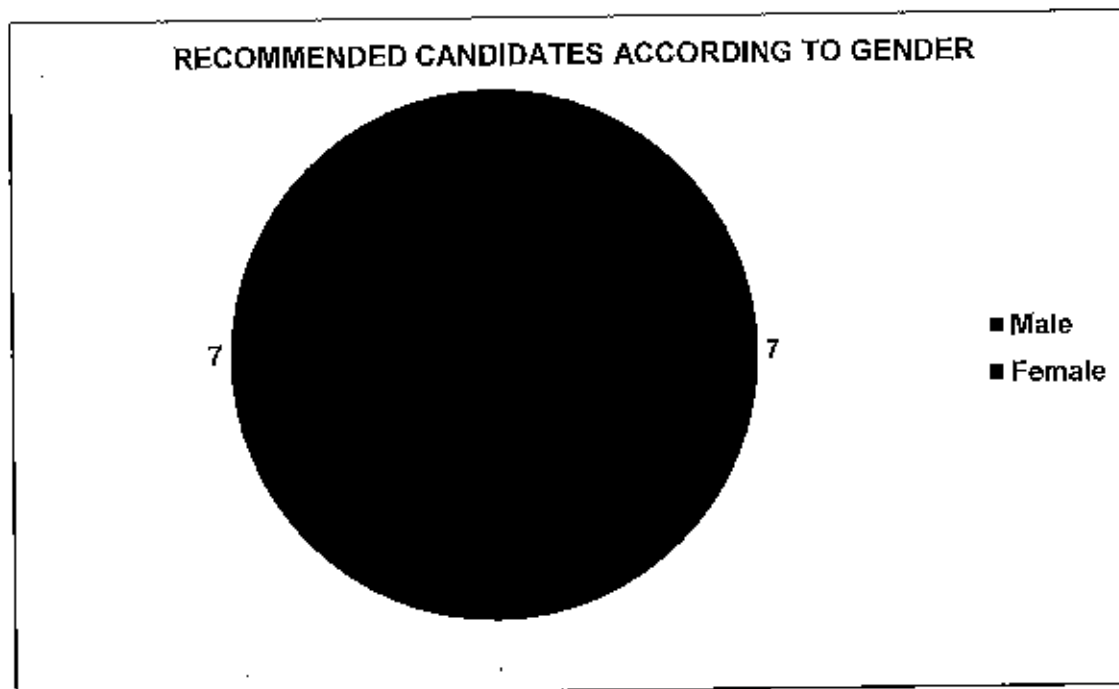
After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process. The candidates were advised that their appointment is subject to security clearance and qualifications verification.

The following table represents the recommended candidates by the Selection Panel for possible appointment to the Board of Lepelle Northern Water and the summary of the ratings for the candidates as agreed by the Selection Panel:

| No. | Candidate  | Competency                | Gender | Location     | Score |
|-----|------------|---------------------------|--------|--------------|-------|
| 1   | [REDACTED] | Finance                   | Male   | Limpopo      | 199,5 |
| 2   | [REDACTED] | Engineering               | Male   | Gauteng      | 177,5 |
| 3   | [REDACTED] | Science and Technology    | Female | Limpopo      | 174   |
| 4   | [REDACTED] | Environmental Management  | Male   | Gauteng      | 171,5 |
| 5   | [REDACTED] | Environmental Management  | Female | Gauteng      | 157,5 |
| 6   | [REDACTED] | Legal and Risk Management | Male   | Limpopo      | 155,9 |
| 7   | [REDACTED] | Environmental Management  | Male   | Gauteng      | 152,5 |
| 8   | [REDACTED] | Corporate Governance      | Male   | Limpopo      | 148,5 |
| 9   | [REDACTED] | Legal and Risk Management | Female | Gauteng      | 137   |
| 10  | [REDACTED] | Corporate Governance      | Female | Limpopo      | 136,5 |
| 11  | [REDACTED] | Engineering               | Female | Gauteng      | 134   |
| 12  | [REDACTED] | Corporate Governance      | Male   | Gauteng      | 129   |
| 13  | [REDACTED] | Corporate Governance      | Female | Gauteng      | 125,5 |
| 14  | [REDACTED] | Corporate Governance      | Female | Eastern Cape | 124   |

The panel members reached a sufficient consensus and agreed that the calibre of the recommended candidates brings a wealth of experience at Board level including knowledge supplemented by qualifications. The full profile for each candidate recommended for appointment by the Selection Panel is attached as as **Annexure A**.



The table below reflects the race and gender composition of the fourteen (14) recommended candidates.

|                                       |    |
|---------------------------------------|----|
| <b>Gender</b>                         |    |
| Females                               | 7  |
| Male                                  | 7  |
| <b>Race</b>                           |    |
| Black African                         | 14 |
| <b>Total number of candidates: 14</b> |    |

## 5. RECOMMENDATIONS

It is recommended that the Deployment Committee:

5.1 Considers the following for the position of the Chairperson:

| No. | Candidate  | Competency                | Gender | Location | LNW Board Experience |
|-----|------------|---------------------------|--------|----------|----------------------|
| 1   | [REDACTED] | Science and Technology    | Female | Limpopo  | First time           |
| 2   | [REDACTED] | Legal and Risk Management | Female | Gauteng  | Interim Board        |
| 3   | [REDACTED] | Environmental Management  | Male   | Gauteng  | Interim Board        |

The first candidate will serve the Board of Lepelle Northern Water for the first time, whereas the other two have served in the Interim Board and will ensure continuity.

5.2 The Deployment Committee to consider the following for the position of the Deputy Chairperson:

| No. | Candidate  | Competency           | Gender | Location | LNW Board Experience |
|-----|------------|----------------------|--------|----------|----------------------|
| 1   | [REDACTED] | Finance              | Male   | Limpopo  | First time           |
| 2   | [REDACTED] | Engineering          | Male   | Gauteng  | First time           |
| 10  | [REDACTED] | Corporate Governance | Female | Limpopo  | First time           |

**RECOMMENDATION 5.1**

Candidate \_\_\_\_\_ is appointed as the Chairperson of Lepelle Northern Water.

**RECOMMENDATION 5.2**

Candidate \_\_\_\_\_ is appointed as the Deputy Chairperson of Lepelle Northern Water.

Duly signed:

\_\_\_\_\_  
CHAIRPERSON: DEPLOYMENT COMMITTEE

\_\_\_\_\_  
DATE



TRANSPORT MINISTRY  
REPUBLIC OF SOUTH AFRICA

## ADVISOR'S NOTE

# RAILWAY SAFETY REGULATOR – BOARD RECOMMENDATION

### APPOINTMENT OF RSR BOARD OF DIRECTORS

Section 8 of the National Railway Safety Regulator Act, 2002 (Act 16 of 2002) provides as follows:

#### 8 Board of Regulator

(1) The Regulator is governed and controlled by a board of directors.

(2) The board must-

- (a) ensure that the Regulator strives for the achievement of the objects referred to in section 5; and
- (b) exercise general control over the performance of the functions of the Regulator.

(3) The board represents the Regulator and all acts performed by the board, or on its authority, are acts of the Regulator.

(4) The members of the board are appointed by the Minister.

(5) (a) The board is answerable to the Minister and it consists of a minimum of seven and a maximum of 13 members who have wide experience of and demonstrate acumen in one or more of the following:

- (i) Management of railways;
- (ii) safety in transportation;
- (iii) corporate management;
- (iv) commerce, finance, legal and economic matters;
- (v) transportation of dangerous goods; and
- (vi) special knowledge that could be of value to the Regulator in the performance of its functions.

(b) The Board consists of-

- (i) the Chief Executive Officer, by virtue of holding that office;
- (ii) if the Minister specifies an office in the Department for the purposes of this subsection, the person for the time being holding that office;
- (iii) a person delegated by the Minister of Labour and a person delegated by the Minister of Safety and Security, and

## RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

- (iv) subject to paragraph (a), not more than nine other persons representing the railway industry, organised labour and the community.
- (c) The members contemplated in subsection (5) (b) (i), (ii) and (iii) do not have voting rights.
- (6) The Minister must appoint a chairperson and a deputy chairperson from among the members of the board, excluding the chief executive officer.
- (7) Before the members of the Board are appointed, the Minister must, through the media, invite members of the public to nominate persons who comply with the criteria contemplated in subsection (5).
- (7A) The Minister must, within 30 days from the date of appointment of the member or alternate member of the Board, notify Parliament such appointment and publish a notice in the Gazette.
- (8) A person is disqualified from being appointed or remaining a member of the board if he or she-
- (a) is not a South African citizen;
  - (b) is declared insolvent;
  - (c) is convicted of an offence and sentenced to imprisonment without the option of a fine; or
  - (d) becomes a member of-
    - (i) Parliament;
    - (ii) a provincial legislature;
    - (iii) a Municipal Council;
    - (iv) the Cabinet; or
    - (v) the Executive Council of a province.
- (9) A member of the board may not be present during, or take part in, the discussion of, or the taking of a decision on, any matter before the board in which that member or his or her spouse, life partner, child, business partner or associate or employer, other than the State, has a direct or indirect financial interest.
- (10) Upon appointment of a person as a member of the board, that person must submit to the Minister and the board a written statement in which he or she declares whether or not he or she has any interest contemplated in subsection (9).
- (11) (a) If any director acquires or contemplates acquiring an interest which could possibly be an interest contemplated in subsection (9), he or she must immediately in writing declare that fact to the Minister and the board.
- (b) If an organisation or enterprise in which a director has an interest contemplated in section (9) is requested to offer its services, the director must immediately, in writing, declare his or her interest to the Minister and the board.
- (12) (a) The chairperson of the board holds office for a period specified in the letter of appointment, but that appointment may not exceed three years.
- (b) The chairperson is eligible for reappointment upon expiry of the term of his or her office.
- (13) (a) A member of the board holds office for a period specified in the letter of appointment, but that appointment may not exceed three years.
- (b) Such member of the board may be reappointed upon expiry of the term of his or her office.
- (c) Notwithstanding paragraph (a), the Minister may extend the term of office of any member of the Board for such further period as it may take to finalise the appointment of a new Board.
- (14) (a) If a director dies or vacates office, the Minister may appoint another person as a director.
- (b) The person so appointed serves for the unexpired portion of the predecessor's term of office.

## RAILWAY SAFETY REGULATOR RECOMMENDED SHORTLIST

### NOTES

- The RSR Board's term expired on 30 September 2019 and was subsequently extended.
- In terms of the enabling law, the RSR Board consists of a maximum of 12 members composed of 9 non-executive Directors, 1 nominee of the Minister of Labour, 1 nominee of the Minister of Police and 1 person representing the Rail Branch of the Department.

The principles outlined in the **HANDBOOK FOR THE APPOINTMENT OF PERSONS TO BOARDS OF STATE AND STATE CONTROLLED INSTITUTIONS** were given consideration in the elimination process:

### MEMBERS OF THE NATIONAL ASSEMBLY

- a) Paragraph 4, Chapter three of the Handbook provides:  
*Parliament ultimately oversees organs of state, and the appointment of members of Parliament to boards could create a conflict of interest when members are fulfilling their oversight role (individually and collectively). Board members, on the other hand, have a duty to participate in and take decisions in the best interest of the institution. Boards are also accountable to the responsible Executive Authority and ultimately Parliament as regards the execution of their mandate and performance.*

### PUBLIC SERVICE OFFICIALS

- a) Paragraph 37, Chapter Three of the Handbook provides:  
*An official's first duty as an employee is towards the Executive Authority and towards the current government through the head of the department. The principal duty of a board member of a state or state-controlled institution, on the other hand, is to work towards achieving the statutory interests of the institution. There is a potential conflict of interest when an official serves as a board member.*

However, there may exist special circumstances under which public service officials may serve on the board of a state or state-controlled institution. Where such an official serves on the board in private capacity, paragraph 38(c) of the Handbook provides:

*Officials may serve on boards in their private capacity, provided that the Executive Authority responsible for the institution grants permission in terms of section 30 of the Public Service Act if remunerated work is involved.*

**RAILWAY SAFETY REGULATOR  
RECOMMENDED SHORTLIST**

**SUMMARY**

| SKILL                             | GENDER |        | RACE    |          |        |       | BELOW<br>40 | TOTAL |
|-----------------------------------|--------|--------|---------|----------|--------|-------|-------------|-------|
|                                   | Male   | Female | African | Coloured | Indian | White |             |       |
| Management of railways            | 1      |        | 1       |          |        |       |             | 1     |
| Safety                            |        |        |         |          |        |       |             | 2     |
| Corporate Management              | 1      | 1      | 2       |          |        |       |             | 1     |
| Finance                           | 1      |        |         | 1        |        |       |             | 2     |
| Legal                             | 1      | 1      | 1       |          |        | 1     |             | 1     |
| Economic Matters                  |        | 1      | 1       |          |        |       | 1           | 1     |
| Commerce                          |        | 1      | 1       |          |        |       |             | 1     |
| Transportation of dangerous goods |        | 1      | 1       |          |        |       |             | 1     |

3 other members representing:

- Minister of Labour
- Minister of Police
- Official responsible for railway safety in the Department






**RAILWAY SAFETY REGULATOR  
RECOMMENDED SHORTLIST**

The recommended candidates are listed below. **Mr BJ Nobunga is recommended as Chairperson and Ms Nompumelelo Ekeke as Deputy Chairperson.**

| NO | NAME       | SKILL CATEGORY         | GENDER | RACE     | AGE | SUMMARY   |
|----|------------|------------------------|--------|----------|-----|---|
| 1. | [REDACTED] | Forensic Investigation | Male   | Coloured | 47  | Adv Weapond is a 47-year old coloured male whose expertise and experience are in the field of forensic investigation. His experience spans both the private and public sectors. In the private sector he worked as forensic and fraud investigator for FNB, a forensic auditor for Goldfields (Pty) Ltd. In the public sector he has worked for the SASSA, Gauteng Dept of Finance and the NPA as a Special Investigator. His Board experience includes serving as a member of the Information Regulator (current), Chairperson of the Audit Committee for the Office of the Premier (Eastern Cape) and Chairperson of the Risk and Fraud Prevention Committee at Mkhonzo Municipality. He holds a B.Comm Honours in Information Technology, a B.Tech in Policing/Investigations and an LLB degree. |
| 2. | [REDACTED] | Railways               | Male   | African  | 59  | Mr Mfwa is a 59-year old African male whose experience spans rail, strategy and automotive industry in both public and private sectors. He has 10 years of experience in MetroRail at various management levels, including CEO. In the private sector he worked as a process Engineer for Shell SA, Utilities Manager for SAB Miller, Area Manager for Volkswagen SA. He holds a B.Sc degree in Chemical Engineering.   |
| 3. | [REDACTED] | Law                    | Female | African  | 48  | Ms Khumalo is a 44-year old attorney whose experience includes serving as a Logistics Manager for Transnet Freight Rail, Customer Services Manager for Transnet Rail Engineering and Marketing Consultant for Transnet Housing. She holds an LLB degree.  |
| 4. | [REDACTED] | Disaster Management    | Female | African  | 56  | Ms Ekeke is a 56-year old African female, whose experience includes disaster management and occupational health & safety. She holds a B.A and B.Ed degrees, a Diploma in disaster management and is currently reading for a Masters in Disaster Management. <b>Ms Ekeke is the recommended candidate for Deputy Chairperson of the Board.</b>   |
| 5. | [REDACTED] | Human Resources        | Female | African  | 59  | Ms Mathibedi is an African female who currently works as a Managing Director of Ikitsing Community Network. Her experience spans the public and private sectors. In the public sector, she has served as Executive Manager at the Culture, Arts, Tourism, Hospitality, Sports SETA (CATHSSETA), HR Executive at CBRTA, Senior HR Manager at ICASA and HR Manager at SA Post Office. In the private sector she served as the National HR Manager for PriceWaterhouseCoopers.   |
| 6. | [REDACTED] | Engineering            | Female | African  | 36  | Chiloane-Nwabuze is a 36-year old African female Engineer, whose experience in the public sector includes serving as Research Specialist and Research Manager at  |

**RAILWAY SAFETY REGULATOR  
RECOMMENDED SHORTLIST**

|    |   |            |        |         |    |  |
|----|---|------------|--------|---------|----|--|
| 7. |  | Finance    | Female | African | 41 | <p>Ekuthuleni Metro. She currently serves as a Civil Engineer for the Municipal Infrastructure Support Agent (MISA). She holds an M.Sc in Engineering and an MBA. She is currently reading for a Phd in Civil Engineering.</p> <p>Yongama Pamla is a 41-year old African female Chartered Accountant, whose experience spans both private and public sectors. She is currently employed as Group Financial Manager at Mineworkers Investment Company (MIC). She served as Financial Controller at Tyme Bank and Masana Petroleum Solution, Business Manager at ABSA Bank, Business Manager at ESKOM, Senior Accountant at ACSA and Tax Accountant at Total South Africa. She currently works as a Group Financial Manager at Mineworkers Investment Company (MIC). She has served as member of the Board at ABSA and ESKOM. She currently serves as Chairperson of the Audit &amp; Risk Committee of the City of Johannesburg's Property Company SOC Ltd, member of Audit &amp; Risk Committee at Opticon Group (Pty) Ltd. She holds a Postgraduate Diploma in Management (Financial Accounting) and a B.Com Accounting degree. She qualified as a Chartered Accountant in 2009.</p> |
| 8. |  | Law        | Male   | White   | 67 | <p>Adv van der Westhuizen is a 67-year old White male with vast public sector experience in governance. He has served as an Adjudicator for the Gauteng Department of Housing, member of the Gauteng Development Tribunal, member of the Audit Committee of the Home Affairs Department. He currently serves as a member of Audit Committee of Boxing SA, Board member of the Estate Agency Affairs Board. He holds an LLB degree, an Advanced Prosecutor's course and a Magistrate's course.</p>  |
| 9. |  | Governance | Male   | African | 58 | <p>Mr Nobunga currently serves as the Deputy Chairperson of the Railway Safety Regulator. His experience in the public sector includes serving as a Member of Parliament, member of Mpumalanga Provincial Legislature, Deputy Speaker of the Mpumalanga Legislature, member of Interim Board of the Mpumalanga Economic Growth Agency (MEGA), member of the Mpumalanga Housing &amp; Rental Stock Tribunal. He currently serves as the CEO of the Mpumalanga Tourism and Parks Agency. He holds a B.Comm Honours degree, Advanced Diploma in Economic Policy and a Diploma in Public Relations. <b>Mr Nobunga is the recommended candidate for Chairperson of the Board.</b></p>   |



# civilian secretariat for police service

Department:  
Civilian Secretariat for Police Service  
**REPUBLIC OF SOUTH AFRICA**

Private Bag X922, PRETORIA, 0001 Van Erkom Building, Van Erkom Arcade, 7th Floor, 217 Pretorius Street  
PRETORIA, Tel: (012) 393 2500/2/3, Fax (012) 393 2636/8, WEB: [www.policesecretariat.gov.za](http://www.policesecretariat.gov.za)

## ROUTE LIST FOR DOCUMENTATION

|            |  |            |                |
|------------|--|------------|----------------|
| Reference: |  | Date:      | 2020/02/24     |
| Enquiries: |  | Extension: | Extension 1916 |

**Subject: PROCESSES REPORT ON THE UTILISATION OF POLICE OFFICERS' JOURNALS**  
**DATE: 2020/02/24**

| FUNCTIONARY ROUTED TO                 |           | DATE RECEIVED | DATE SEND BACK FOR CORRECTION | DATE RETURNED FROM CORRECTION | DATE FORWARDED |
|---------------------------------------|-----------|---------------|-------------------------------|-------------------------------|----------------|
| CAPACITY                              | SIGNATURE |               |                               |                               |                |
| CHIEF DIRECTOR:<br>CORPORATE SERVICES |           |               |                               |                               |                |
| SECRETARY FOR POLICE SERVICE          |           |               |                               |                               |                |
| MINISTER OF POLICE                    |           |               |                               |                               |                |

## RETURN

| FUNCTIONARY ROUTED TO                 |           | DATE RECEIVED | POSTAL REGISTER NR | DATE FORWARDED |
|---------------------------------------|-----------|---------------|--------------------|----------------|
| CAPACITY                              | SIGNATURE |               |                    |                |
| Secretary for Police Service          |           |               |                    |                |
| Chief Director:<br>Corporate Services |           |               |                    |                |



# civilian secretariat for police service

Department:  
Civilian Secretariat for Police Service  
**REPUBLIC OF SOUTH AFRICA**

## SUBMISSION TO THE MINISTER

|       |  |          |                    |
|-------|--|----------|--------------------|
| DATE: | 2020/02/24                                 | FILE NR: |                    |
| TO:   | THE PORTFOLIO COMMITTEE FOR POLICE SERVICE | FROM:    | MINISTER OF POLICE |

REPORT TO THE PORTFOLIO COMMITTEE FOR POLICE SERVICE ON THE FILLING OF POST OF THE EXECUTIVE DIRECTOR: IPID

### 1. Purpose

The purpose of the submission is to report to the Portfolio Committee for Police Service on the filling of post of the Executive Director: IPID.

### 2. Policy Guideline

- 2.1 Public Service Act of 1994 as amended, the Public Service Regulations of 2016 and the IPID Act of 2011.
- 2.2 Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director-General (DDGs) Nationally.

### 3. Delegation of Authority

Minister of Police

### 4. Discussion

- 4.1 The post of Executive Director: IPID was advertised on the Sunday Times with the closing date of 12 July 2019, however as a result of poor response, the post was re-advertised with the closing date of 30 August 2019. **ANNEXURE A.**

A total number of 49 applications were received through post office and walk-ins. The list included all the candidates who applied on both adverts. The shortlisting was conducted on 18 February 2020. Four applicants were shortlisted for the interviews. The gross list is attached. **ANNEXURE B.**

5.3. Based on the above, the recruitment agency that specialises in the recruitment of Executives will be appointed in line with the supply chain process of the Civilian Secretariat for Police Service who is facilitating the process. It is envisaged that the whole recruitment process will be completed by 30 April 2020.

**6. Financial Implications**

All financial implications of recruitment of this post, including advertising, recruitment agency fees will be claimed by CSPS from the IPID.

**7. Recommendations**


It is recommended that the Portfolio Committee for Police Service:

- 6.1 takes note of the attempts that were made and the process that was followed for the appointment of the post of the Executive Director: IPID.
- 6.2 takes note of the Head-hunting process that will be followed and the commitment to complete the whole recruitment process by 30 April 2020.

  
**CHIEF DIRECTOR: CORPORATE SERVICES**  
DATE:

**Paragraph 6.1; 6.2 Support/ not supported**

Comment: \_\_\_\_\_

  
**SECRETARY FOR POLICE SERVICE**  
DATE:

**Paragraph 6.1; 6.2 Approved / Not Approved/Amended**

Comment: \_\_\_\_\_

\_\_\_\_\_



**MINISTER OF POLICE**  
**DATE:**

The shortlisting and interview panel comprised of three Ministers, as prescribed by the Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director- General (DDGs) Nationally; the Deputy Minister of Police and the Secretary for the Civilian Secretariat for Police Services. Below is the list of panel members:

| INITIALS & SURNAME               | DESIGNATION   |
|----------------------------------|---|
| General BH Cele (MP) Chairperson | Minister of Police  |
| [REDACTED]                       | Minister of Communications and Digital Technology                                 |
| [REDACTED]                       | Minister of Justice and Correctional Services                                     |
| [REDACTED]                       | Deputy Minister of Police   |
| [REDACTED]                       | Head of Department – Civilian Secretariat for Police Service                      |
| Human Resources Representatives: | Chief Director: Corporate Services<br>Deputy Director: Human Resources Management |
| [REDACTED]                       |   |

4.2 Listed below is the shortlisting criteria used to shortlist the candidates:

- a). A Bachelor's Degree (NQF level 7) and post graduate qualification (NQF level 8) qualification.
- b). 8 years Senior Management level in the Public Service.
- c). Knowledge of the criminal Justice System.
- d). Employment Equity.
- e). Strategic capability, leadership and management skills.
- f). Financial and people management.

4.3 Four candidates were shortlisted from the ten identified, however one of them, Adv Molefe withdrew his candidature. Below is a list of those candidates who were shortlisted and interviewed on the 24 February 2020.

4.3. [REDACTED]

Ms Ntshangase is an African female who is currently employed at IPID as a Provincial Head of IPID in the Gauteng Region.

4.3. [REDACTED]

[REDACTED] is the current Acting Executive Director IPID. He has been acting in the position for twelve months. He is appointed as the Chief Financial Officer in the Department.

4.3.4 [REDACTED]

[REDACTED] currently a Chief Director, Foresight Planning and Modelling at the Department of Communications.

## 5. Consideration of each candidate

- 5.1 After the interview and deliberations on each candidate, the panel took a decision that none of the candidates could be considered for appointment of the Executive Director of IPID.
- 5.2 The panel also took a decision that a Head-hunting process must be embarked upon in line with the Executive Protocol on the Principles and Procedures for the employment of Heads of Departments (HODs) and Deputy-Director- General (DDGs) Nationally, which outlines the process as follows:
  - 5.2.1 Section 5.4. (c) (ii) states that in the event where the subsequent selection process fails to recommend a suitable candidate for appointment, or in cases where a successful candidate is no longer available headhunting may be embarked on.
  - 5.2.2 During such headhunting process departments must use the same criteria as originally advertised (e.g. educational qualifications and remuneration on offer).
  - 5.2.3 Candidates identified through such headhunting must, however, be assessed by the same selection committee and against the same selection criteria applied in respect of those candidates initially shortlisted and interviewed.
  - 5.2.4 Only in the event where no candidate is found to be suitable, a process of targeted headhunting may be initiated; i.e. individuals who meet the requirements of the post are approached to submit their CVs to be considered for the vacant position.
  - 5.2.5 It speaks for itself that the candidature of persons interviewed prior to the headhunting process and who were found not suitable, cannot be considered for appointment together with possible headhunted candidates.
  - 5.2.6 Although comparison of a headhunted candidate with initial candidates will obviously take place, initial candidates who were found not suitable cannot be considered for appointment should headhunting also fail to render a suitable candidate.
  - 5.2.7 In terms of section 5.4 (i) (e) of the same document, Recruitment agencies may be used to act as intermediaries between the employer and prospective members. An EA may utilise an appropriate agency to identify candidates for posts, as long as the advertising and selection procedures comply with Public Service selection principles.



|  |                            |   |   |   |
|--|----------------------------|---|---|---|
| <p>1. [REDACTED]</p> <p>Brand South Africa Acting CEO, DCDT Deputy Director General: Governance and Administration, DPSA Chief Director: Corporate Resource Management, MISA Corporate Service, DPSA Acting Chief of Staff, DPSA Acting COO, DPSA Acting DDG: Governance, DPSA Acting DDG: Management of Compensation, Director: DoD Human Resource Policy Management Director, DoD Labour Relations Director, Department of Defence (DoD) Deputy Director: Management Consultancy Service, Department of Home Affairs Work Study Practitioner</p> | <p>African, [REDACTED]</p> | <p>Gauteng</p>  | <p>Executive and Strategic Leadership, Governance and Administration, Financial Management, Human Resource</p>  | <p>Postgraduate in Management, Bachelor Education, Baccalaureus Paedonomiae, Senior Teacher Diploma, Management Service</p> |
| <p>2. [REDACTED]</p> <p>CSIR NextGen Enterprises and Institutions: Impact Area Manager, CSIR Meraka Institute: Principal Researcher and Research Group Leader, CSIR Meraka Institute: Senior Researcher, National University of Lesotho Head of Department, Alabama State University Adjunct instructor, National University of Lesotho Lecturer</p>   | <p>African, [REDACTED]</p> | <p>[REDACTED]<br/>Nationality: Lesotho and in a process of naturalization</p> | <p>Executive and Strategic Leadership, Project Management, Lecturing, Research and Technology Development, Financial Management, Business Development</p> | <p>PhD, Master of Science, Bachelor of Science, Programme in Project Management, Senior Certificate</p>                     |
| <p>3. [REDACTED]</p>   | <p>[REDACTED]</p>          | <p>Gauteng</p>  | <p>Legal, Executive</p>   | <p>Master Legum in Administrative</p>   |

|  |                   |                   |                   |                               |                               |   |  |
|--|-------------------|-------------------|-------------------|-------------------------------|-------------------------------|---|--|
| <p>Director at MC Consulting, Group Executive Legal and Regulatory at Internet Solution, South African Communications Forum Board Member, Head of Department at Gauteng Provincial Department, Board Member at Gauteng Provincial Liquor, Natal Spruit Hospital Board Member, Executive Director at Ekurhuleni Metropolitan Municipality, Chief Director at Department of Communications, Head of Department : Truth and Reconciliation at African National Congress</p> | <p>[REDACTED]</p> | <p>[REDACTED]</p> | <p>[REDACTED]</p> | <p>African<br/>[REDACTED]</p> | <p>Gauteng<br/>[REDACTED]</p> | <p>Organisational Leadership, Corporate Governance, Information Communication Technology, Finance</p>   | <p>and Municipal Law, Baccalaureurs Procurationis, Baccalaureurs Legum, Nyukela Public Service SMS Pre-Entry Programme</p> |
| <p>4. [REDACTED]</p>   | <p>[REDACTED]</p> | <p>[REDACTED]</p> | <p>[REDACTED]</p> | <p>[REDACTED]</p>             | <p>[REDACTED]</p>             | <p>DCDT Deputy Director General : SOE Oversight and ICT Enterprise Development, Strategic Management Services Chief Director at the Department of Higher Education and Training, Chief Financial Officer at the Local Government Sector Education and Training Authority, Director Banking Development, Ithala Development Finance Corporation Chief Operations Officer, DCDT Chief Director: Shareholder Management Unit, Director: Budget Office at National Treasury, Economist at Ntsika Enterprise Promotion Agency, Development Planner at Metropolitan and Regional Planners and Development Consultants, Research at Development and Land use Economists, Research Assistant at University of Natal</p> | <p>MBL, Bachelor of Social Science Honours, Bachelor of Social Science Senior Certificate</p>                              |



Commission for Gender Equality  
Apartheid Museum, 2006, Pretoria

*The Commission for Gender Equality (CGE) is an Independent statutory body created in terms of the Constitution of the Republic of South Africa, 1996 (as amended). The CGE is committed to a society free from gender oppression and all forms of inequality. Applications are invited from suitably qualified candidates for the following position:*

**CHIEF EXECUTIVE OFFICER  
(5-years performance-based contract)  
All-inclusive negotiable annual remuneration package**

This position reports to the Chairperson and Commissioners of the CGE. The successful candidate will be required to lead CGE secretariat in advising and support the CGE in a manner which ensures that the CGE discharges its legislative mandate and obligations consistent with national and international best practises.

**Requirements:**

- A post graduate qualification or NQF level 8 in one of these disciplines Law, Social Sciences, Human Rights or Gender and Development.
- A minimum of 7 years proven leadership experience in similar environment, 5 of which must be at executive level.
- Understanding and knowledge of the human rights, gender equality, PFMA and other relevant legislation including international human rights protocols.
- Extensive experience in managing financial and human capital including governance principles and related matters

**The successful candidate must:**

- Ensure that the CGE secretariat fully supports the Commission to execute its mandate in terms of the Constitution of the Republic of South Africa, 1996, the CGE Act, and any other applicable legislation.
- Prepare and submit an annual Strategic Plan and Budget to the employer for approval.

- Implement the approved Strategic Plan and Annual Performance Plan and report to the employer on progress on monthly, quarterly and on adhoc basis as the employer may require.
- Provide general leadership, direction and implement transformation and change management processes and initiatives.
- Ensure that there is proper, accurate leadership and management of the CGE secretariat at all times.
- Have the drive , leadership and good networks that can be mobilised to the strengthen the CGE's mandate
- Ensure that the CGE secretariat and CGE service providers comply with relevant laws and regulations that apply to the operation of the CGE.
- Ensure the highest level of service delivery by CGE secretariat

**Please submit the following: CV and Certified copies of ID, qualifications & telephone details & e-mail addresses of contactable three contactable referees via email to [REDACTED] address [REDACTED]**

**Please note that no late applications will be accepted. Correspondence will be limited to the short-listed candidates only. Applicants with a foreign qualification must submit a SAQA evaluation report of their qualification. The CGE reserves the right not to fill this advertised position. The CGE is an equal opportunity, affirmative action employer committed to the achievement and maintenance of representivity (race, gender, and disability). Preference will be given to South African citizens. All shortlisted candidates will be subjected to competency assessment.**

**For general enquiries: Ms. Mankwele Mangwanatala, Tel: 083 579 3284**

**Closing date: 26 June 2020**



**MINISTRY OF POLICE  
REPUBLIC OF SOUTH AFRICA**

Private Bag X463 Pretoria 0001, Tel: (012) 3932800, Fax: (012) 393 2819/20  
Private Bag X9080 Cape Town 8000, Tel: (021) 467 7021, Fax: (021) 467 7033

The Honourable [REDACTED]  
Speaker of National Assembly  
Parliament of the Republic of South Africa  
Cape Town  
8000

Dear Honourable Speaker

**PROGRESS REPORT ON THE APPOINTMENT OF THE EXECUTIVE DIRECTOR  
FOR THE INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)**

1. In terms of Section 6 of the IPID Act, 2011 the Minister is empowered to nominate a suitable qualified person for appointment to the office of Executive Director to head the Directorate in accordance with a procedure to be determined by the Minister.
2. The office of the Executive Director has been vacant since February 2019 and an acting Executive Director has been appointed to act in the position since then.
3. The Position of the Executive Director for IPID was advertised on the Sunday Times newspaper with the closing date of the 12<sup>th</sup> of July 2019. However due to poor responses, the position was re-advertised with the closing date of the 30<sup>th</sup> of August 2019.

4. On the 24<sup>th</sup> February 2020 the recruitment Panel consisting of Ministers of Police, Communications and Digital Technology, Justice and Correctional services, Deputy Minister of Police, Head of Department Civilian Secretariat for Police Service, conducted the interviews on the filling of the Executive Director Position for IPID.
5. After the interviews and deliberations on each candidate, the Panel made a determination that none of the interviewed candidates could be considered for the position of the Executive Director for IPID.
6. The Panel took a decision that a Head Hunting process must be embark on in accordance with the relevant Public Service Recruitment Processes.
7. Due to the reasons mentioned herein above in paragraph No. 5, a request is hereby made to request Parliament to allow the recruitment Process to be finalised within the next two months or before the 30<sup>th</sup> of April 2020.
8. Parliament will be advised on the outcome on the appointment of the Executive Director for IPID once the recruitment process is completed.

Yours f



Date: 26/02/2020

RECOMMENDED LIST: DCDT DIRECTOR GENERAL POST – AUGUST 2020

|   |   |  |  |  |
|---|---|--|--|--|
| <p>2. [Redacted Name]<br/>[Redacted Address]<br/>[Redacted Phone]<br/>[Redacted Email]</p> <p><b>Current Employment :</b><br/>[Redacted]<br/>ICASA General Manager: Consumer Affairs, Commission on Gender Equality ( CGE) Head of Department: Public Education and Information, SABC Specialist Producer, Administration Board Northern Transvaal: Sport Organiser</p> | <p align="center">African,<br/>[Redacted]</p> | <p align="center">Gaufeng<br/>[Redacted]</p> | <p>Executive and Strategic Leadership, Business Management, Corporate Governance, Communications, Financial Management</p> | <p>MBA, Post Graduate Diploma in Management Studies, Bachelor of Arts Honours, Bachelor of Arts, Certificate in Management, Certificate in Development, Senior Certificate</p> |
|---|---|--|--|--|

|    |   |                            |                   |                                  |  |  |
|----|---|----------------------------|-------------------|----------------------------------|--|--|
| 3. | <p>██████████</p> <p><b>Current Employment:</b></p> <p>Afrocentric Technologies Group CIO and CEO, ACSA Group CIO, DoH CIO, Department of Home Affairs DDG ICT, SASOL Senior IT Project Manager, Department of Health Director of Projects, Department of Health IT Manager, SITA IT Support Technician</p> | <p>African, ██████████</p> | <p>██████████</p> | <p>██████████</p>                | <p>Executive Leadership and Management, Information Technology, Financial Management, Business Management, Data Science Skills, Project Management</p> | <p>Master of Business Leadership, Bachelor of Commerce, Bachelor of Arts Honours, Senior Certificate</p>   |
| 4  | <p>██████████</p> <p><b>Current Employment:</b></p> <p>Department of Justice Senior Manager: ICT Strategy, Avon Justice Senior ICT Consultant, Wesbank Senior ICT Consultant, Adapt IT Senior ICT Consultant, Accenture Senior ICT Consultant, Woolworths ICT Consultant</p>                                | <p>African, ██████████</p> | <p>██████████</p> | <p>Gauteng</p> <p>██████████</p> | <p>Executive and Strategic Leadership Information Communication Technology</p>   | <p>Master of Business Administration, Master of Arts in ICT Policy and Regulations, Postgraduate Diploma in Management Practice, Postgraduate Certificate in Chief Information Officer, National Diploma, Senior Certificate</p> |



|    |   |                 |         |   |  |
|----|---|-----------------|---------|---|--|
| 6. | <p>Current Employment:</p> <p>Director: Information Technology Operations at University of Pretoria, Department of Justice IT Infrastructure and Support Director, Statistics SA Intranet Manager, Times Media Group Information Management Specialist, ICASA Information Management Specialist, Liebenberg and Stander Consulting Engineers Information Management Officer, Careers Research and Information Centre Junior Information Officer</p>                     | African, Male   | Gauteng | <p>Information Communication Technology,</p>  | <p>Masters of Information Technology, Degree of Bachelor of Library and Information Science, Baccalaureus Information Honours, Microsoft Project Certificate</p> |
| 7. | <p>Current Employment:</p> <p>AtDigitalize CEO, Milestone Connexions CEO, Motus Aftermarket Parts CIO, South African Township and Rural Development Institute CEO, Dimension Data Senior Contract and Service Delivery Manager, Independent Strategist and Business Advisor, Standard Bank Southern Africa Senior Portfolio Manager, National Research Foundation IT Manager, Cornastone Consulting IT Outsource Project Manager, ICT Works Consulting IT Outsource</p> | African, Female | Gauteng | <p>Executive and Strategic Leadership, Business Development, Researcher, Financial Management, Governance, Information Technology</p> | <p>Master of Business Administration, Bachelor of Science, Senior Leadership Programme</p>   |

Programme Manager, SARS Team Lead Business Intelligence Analysis, HSBC Investment Services South Africa Database Administrator, Websoft(Pty)Ltd BI/DW Developer, Standard Bank of Southern Africa Operations Analyst, IBM South Africa IT Specialist Application Development and Y2K Project Manager, The Foschini Group Graduate Programmer

|     |   |         |         |  |  |
|-----|---|---------|---------|--|--|
| 9.  | <p>Current Employment:</p> <p>Lecturer, IFA Independent Field Advertiser, Director at Pressed in Time, South African Early Child Development Council Project and Contract Manager, Helen Joseph Hospital Board Member, Nokia Siemens Networks Contract Manager, Telkom SA Operations Manager, Project Consultant at Business Process Re-engineering and iCare Flow-Thru, Payphone Section Technician and Database Administrator, Telkom SA Technician and Test Clerk/Telkom SA Telkjom Technician ( Faults and Fitting)</p> | African | Gauteng | <p>Business Management, Project Management, Contract Technical, Management, Financial Management</p> | <p>Baccalaureus Technologiae Education, Magister Technologiae: Business Administration, Doctoris Technologiae Business</p>                                 |
| 10. | <p>Current Employment:</p> <p>General Manager: Southern Africa IT Infrastructure Life Services at Evernex International, Director: Africa Software and Application Business Development at Kamital Afrique, Network Consultant at Ericsson,</p>   | African | Gauteng | <p>Strategic Leadership, Business Development</p>  | <p>MSc Information Technology Management, Diploma in Solution Sales Management, Diploma in Service Delivery Management, Diploma in Information Systems</p> |

|     |   |                |         |            |  |  |
|-----|---|----------------|---------|------------|--|--|
|     | Regional Sales Manager at TelInut(Pty)Ltd   |                |         |            |  | Engineering  |
| 11. | <p>[REDACTED]</p> <p>Current Employment:</p> <p>Head of Broadcast at KweseTV, SABC general Manager: Facilities, SABC Technical and Regional Manager, SABC National MCR Manager, SABC Senior Technician, Deputy Presiding Officer at IEC,</p>  | Male           | Gauteng | [REDACTED] | <p>Technical Skills, Communication, Executive Leadership, Production Management</p>                      | <p>MBA, PDBA, SABC Technology Accelerated Management Development Programme, National Diploma in Engineering Electrical, Post Graduate Diploma in Business Administration, Senior Certificate</p> |
| 12. | <p>[REDACTED]</p> <p>Current Employment:</p> <p>Journalism: Daily Dispatch Media, Tutor: University of Fort Hare, Junior Lecturer: University of Fort Hare, Senior Lecturer: University of Fort Hare, Senior Lecturer: Tshwane University of Technology, Senior Lecturer: UNISA, Associate Professor: University of Limpopo, Shadow Director: School of Language and Communication Studies at University of Limpopo</p> | African Female | Gauteng | [REDACTED] | <p>Marketing Communications, Graphic Design, Digital Marketing, Lecturer</p>                             | <p>PhD Communication Science, Diploma in Internet Studies, Ma International Communication, Diploma in Telecommunication, BA Communication Honours, BA Communication</p>                          |
| 13. | <p>[REDACTED]</p> <p>Current Employment:</p> <p>Amstar General Manager, ACSA Corporate Specialist: Security Technology Projects, Head of Computer and Network Services at the University of</p>   | African, Male  | Gauteng | [REDACTED] | <p>Executive and Strategic Leadership, Information and Communication Technologies Skills, Technical,</p> | <p>Masters of Business Administration, BSc. Computer Science</p>   |

|     |   |                     |                    |  |   |
|-----|---|---------------------|--------------------|--|---|
| 14. | <p>Witwatersrand, Advisor at the Department of Defence, DDG: Information Services at Department of Home Affairs, Centre Manager at CSIR, CIO at DPSA, IT Coordinator at Chartered Accountants Medical Aid Fund, System Analyst at South African Non-Government Organisations Network, Analyst Programmer at South African Airways</p> <p>[REDACTED]</p> <p>Current Employment:</p> <p>Vamma Media and Production Founder, Provincial Programming Advisor at SABC, SABC General Manager. PBS Radio, SABC General manager. Radio Strategy, SABC Group Programme Manager. PBS, Mindset Network Sales Manager, WorldSpace PTY LTD Regional Manager, WorldSpace PTY LTD Content Manager, P4 Radio Durban PTY LTD General Manager, Radio Metro Station Manager, Transkei Broadcasting Corporation Chairman of the Management Committee, Transkei Broadcasting Corporation Programme Manager</p> | African, [REDACTED] | [REDACTED]         | Corporate Governance                       | <p>Executive and Strategic Leadership, Corporate Governance, Technical, Communication</p> <p>BA Hons in Media Studies, Postgraduate Diploma in Communication Science, Diploma in 21<sup>st</sup> Century Telecommunications, BA Hons in Speech and Drama, BA in Communication Science and Speech Drama, Advanced Marketing management Certificate, Certificate in Management Practice</p> |
| 15. | <p>[REDACTED]</p> <p>Current Employment:</p> <p>Consultant: Senior IT Business Analyst at Agiflex Solutions, Senior Business Analyst at SITA, Consultant Business Analyst at Flowcentric Technologies, Business Analyst at Transnet-National Ports Authority, Business Systems Coordinator at</p>   | African, [REDACTED] | Gauteng [REDACTED] | Strategic Management, Business Management, | <p>Master of Business Admin (2019), Bachelor of Commerce Honours in Business Management, Diploma in Business Analysis, ND-Human Resources Management</p>  |

|     |   |                     |            |                            |  |  |
|-----|---|---------------------|------------|----------------------------|--|--|
| 16. | <p>SEDA, CRM Helpdesk Administrator at SEDA, ICT Administrator at SEDA, IT Intern at SEDA</p> <p>██████████</p> <p>Current Employment:</p> <p>ICT Director at NMBM, Senior IT Manager at EC Legislature, ICT Manager at Department of Safety and Liason, Executive Head of Marketing and Sales at Vodacom, Executive Head of Operations at Vodacom South Africa, Customer Service Analyst at Caltex Oil South Africa, Computer Programmer at BP South Africa, Tutor at University of Cape Town</p> <p>██████████</p>  | African, ██████████ | ██████████ | Eastern Cape<br>██████████ | Business Analyst, Marketing, IT Specialist,  | BSc, Honours in Business Management, Certificate in Project Management, Bachelor of Science (Mathematics and Computer Science)               |
| 17. | <p>Current Employment:</p> <p>COO at Council for the Built Environment, Construction Health and Safety Technical Committee Member at Department of Labour, Board Committee Member at CIBD, Acting CEO at Council for the Built Environment, Chief Director Engineering Services at Department of Human Settlement, Acting Chief Director Infrastructure and Operations at Department of Public Enterprise, Acting Chief Director Infrastructure Planning at Office of the Gauteng Premier, Director Infrastructure and Operations at Department of Public Enterprise, Director Infrastructure Planning at Office of the Gauteng Premier, Trustee and Non Executive Director at House Owners Association, Senior Engineer Manager Infrastructure and Operations at Transet, Board Committee Member at SA Institute of Civil Engineers,</p> | African, ██████████ | ██████████ | Gauteng<br>██████████      | Corporate Governance, Supply Finance, Project and Chain, Contract Management, Strategic Management, Information and Communication Technology, Business Development | Masters of Business Administration, Masters of Engineering Management, BSc Civil Engineering ( Hons), Certificate in Co-operative Governance |

|     |   |                    |            |                    |   |   |
|-----|---|--------------------|------------|--------------------|---|---|
| 18. | <p>Engineering Manager Infrastructure and Operations at Transnet, Market Trader at Entrepreneurial Enterprise, SRC President and School Governing Body at St Barnabas College</p> <p>[REDACTED]</p> <p>Current Employment:</p> <p>Organisational Brand Management Head at Services Sector Education and Training Authority ( SSETA), External and Government Relations General Manager at Nossan South Africa, Brand and Corporate Communication General Manager at Nissan South Africa, Stakeholder Management and Provincial Operations Acting Group Executive at SABC, Corporate Communications General Manager at SABC, Deputy Manging SDirector at Zanenza Communications Agency</p> | African [REDACTED] | [REDACTED] | Gauteng [REDACTED] | Marketing and Communication, Corporate Governance, Leadership Skill, Project Management | Postgraduate Diploma in Business Management, Principles of Brand Management, Programme of Management Development, Project Management Certificate, |
|-----|---|--------------------|------------|--------------------|---|---|





Summary:

5 African females

14 African males

1 Lesotho national – in the process of naturalization



## DEPARTMENT OF PUBLIC ENTERPRISES

The Director-General of the Department of Public Enterprises (DPE) will be required to develop and lead a team that can effectively exercise the Shareholder's oversight responsibilities with increased vigour, and to help ensure that the seven State-owned companies (SOC's) in the DPE portfolio, reduce their reliance on the fiscus and return to financial and operational sustainability. These SOC's support a number of strategic priorities of government, including to accelerate investment in the economy, to promote industrialization, to stimulate local manufacturing and to promote socio-economic progress in the communities where they operate. Through corruption, mismanagement and state capture, considerable damage was done to SOC's.

**APPLICATIONS** The Department of Public Enterprises, Private Bag X15, Pretoria, 0028 or hand deliver at 80 Hamilton Street, Arcadia 0083 or 642 Cnr Olivia street and Jacqueline Drive, Garsfontein Pretoria, Postal Address: P.O BOX 394, Manlyn, 0063 or by email: [dpe1@basadzi.co.za](mailto:dpe1@basadzi.co.za); Tel 012 898 8953/8049

FOR ATTENTION Human Resources

CLOSING DATE 26 July 2019

**NOTE:** Applications must be submitted on form Z83 and should be accompanied by certified copies of qualifications, ID as well as a comprehensive CV in order to be considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Correspondence will be limited to successful candidates only. If you have not been contacted within 3 months after the closing date of this advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be subjected to screening and security vetting to determine the suitability of a person for employment. Failure to submit the requested documents will result in your application not being considered. SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The department reserves the right not to fill these positions. People with disabilities are encouraged to apply and preference will be given to the EE Target.

### OTHER POST

POST/ Director-General, REF NO DPE/2019/010 [3-year contract]

UNIT: OFFICE OF THE DIRECTOR-GENERAL

Salary Level 16: R1 978 533 per annum (all-inclusive remuneration package consisting of the basic salary of 70% and 30% flexible portion that can be structured according to individual needs)

**REQUIREMENTS:** An appropriate post graduate qualification (NQF Level 8) accompanied with at least 10 years of experience at senior managerial level (5 years must be a member of SMS in the Public Service, preferably in the public sector). The Global Economy, the Continental Economy, the Southern African Regional Economy and the South African Economy. The South African Government's vision, strategies, plans, policies, programmatic activities and the institutional arrangements to give effect to these. Global best practice in the design and management of State-owned entities. The history and current state of the SOC's within the Public Enterprises portfolio - in particular with respect to state capture and corruption - and how these SOC's, can be returned to operational proficiency and financial sustainability from their current precarious position. Management practice in the South African Public Service. Analytical thinking, lateral thinking, out-of-the-box thinking. Ability to work successfully with an executive authority or the equivalent. Leadership, management, administration, organizational design & development, change management,

monitoring and evaluation. Ability to work effectively with other players in Government and the Private Sector.

**DUTIES:** To marshal the resources of the DPE to advise, support and assist the Minister in his Mission to make the SOCs within the Public Enterprises Portfolio successful instruments of service delivery, enablers of economic growth and the providers of important, strategic economic infrastructure for our country. To lead, inspire, manage and constantly improve the DPE and its people and their ability to conduct oversight and help manage important assets of the state. To be an effective member of the senior Government Administration team.

**Enquiries:** Henriette Strauss (012) 431-1022



**DPE: DIRECTOR-GENERAL**

**DEPLOYMENT COMMITTEE**

**JESSIE DUARTE**

**DEPUTY SECRETARY-GENERAL**

PRAVIN GORDHAN

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| Curriculum Vitae of Candidates    |                   |
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In a quest to maintaining consistency, the Selection Panel agreed to a set of competencies, weighting including an interview performance rating of 1-5, 1 equating to dismal and 5 excellent.

The Selection Panel concurred with the criteria as outlined in the table below. The following table indicates the criteria used to select the candidates for recommendation to the Minister.

| <b>CRITERIA</b>                  | <b>DESCRIPTION</b>  |
|----------------------------------|---|
| Appropriate skills set           | Skills profile of the proposed Board consist of : <ul style="list-style-type: none"> <li>• Engineering and infrastructure project management experience</li> <li>• Understanding of Water resources and Environmental management</li> <li>• Audit and public Finance;</li> <li>• Legal and Risk management;</li> <li>• Human Resources management;</li> <li>• PFMA and King Code of Good Corporate Governance;</li> <li>• Stakeholder empowerment</li> <li>• Local government experience</li> </ul> |
| Generational mix                 | Age range   |
| Gender representivity            | 50 % gender representivity  |
| National and geographic spread   | Balance between local and national  |
| Race representivity              | Representivity with 50% black Africans  |
| Continuity-current board members | The norm is to have continuity but considering the current state of governance is not a key criteria. .   |

The interviews were conducted using ten (10) questions that were posed to each candidate by the Panel. The Panel rotated on leading the interviews. In a quest to maintaining consistency – the panel agreed to a set of competencies, weighting including an interview performance rating of 1-5, 1 equating to dismal and 5 excellent.

| <b>Competencies / Knowledge Areas</b>   | <b>Board Members</b> | <b>Chairperson &amp; Deputy Chairperson</b> |
|---|----------------------|---|
|   | <b>Weighting</b>     | <b>Weighting</b>                            |
| Public Administration   | 10%                  | 15%   |
| Strategy, Leadership and Transformation   | 10%                  | 25%   |
| Industry and Institutional Knowledge  | 15%                  | 10%   |
| Corporate Governance, Governance protocols and Fiduciary duties                   | 15%                  | 20%   |
| Technical Disciplines:<br>• Technical, Engineering and Water Resource Management; | 50%                  | 30%   |

|   |  |  |
|---|--|--|
| <ul style="list-style-type: none"> <li>• Finance, Audit and Risk Management;</li> <li>• Human Resources;</li> <li>• Environmental Management;</li> <li>• ICT; and</li> <li>• Legal</li> </ul> |  |  |
|---|--|--|

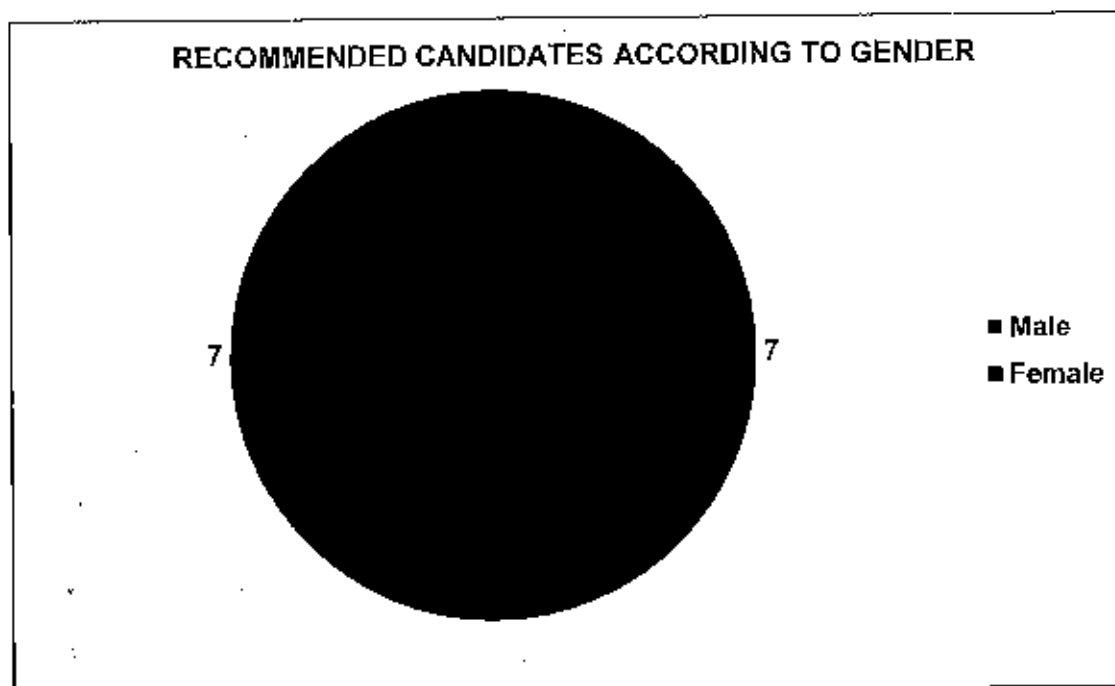
After due process and deliberations of the interviews, the Selection Panel agreed to recommend fourteen (14) highest scoring interviewed candidates from all the interviewing members based on performance, for Minister to appoint twelve (12) candidates out of the top fourteen (14) recommended candidates.

The Selection Panel took into consideration the guiding principles for selecting candidates, namely, the gender, geographic location and continuity. Of the fourteen (14) recommended candidates, six (6) are current interim Board members of Lepelle Northern Water. The Selection Panel reflected that continuity and retention of previous Board members was an important consideration in the selection process. The candidates were advised that their appointment is subject to security clearance and qualifications verification.

The following table represents the recommended candidates by the Selection Panel for possible appointment to the Board of Lepelle Northern Water and the summary of the ratings for the candidates as agreed by the Selection Panel:

| No. | Candidate           | Competency                | Gender | Location     | Score |
|-----|---------------------|---------------------------|--------|--------------|-------|
| 1   | [REDACTED]          | Finance                   | Male   | Limpopo      | 199,5 |
| 2   | [REDACTED]          | Engineering               | Male   | Gauteng      | 177,5 |
| 3   | [REDACTED]          | Science and Technology    | Female | Limpopo      | 174   |
| 4   | [REDACTED]          | Environmental Management  | Male   | Gauteng      | 171,5 |
| 5   | [REDACTED]          | Environmental Management  | Female | Gauteng      | 157,5 |
| 6   | Advocate [REDACTED] | Legal and Risk Management | Male   | Limpopo      | 155,9 |
| 7   | [REDACTED]          | Environmental Management  | Male   | Gauteng      | 152,5 |
| 8   | [REDACTED]          | Corporate Governance      | Male   | Limpopo      | 148,5 |
| 9   | Adv. [REDACTED]     | Legal and Risk Management | Female | Gauteng      | 137   |
| 10  | [REDACTED]          | Corporate Governance      | Female | Limpopo      | 136,5 |
| 11  | [REDACTED]          | Engineering               | Female | Gauteng      | 134   |
| 12  | [REDACTED]          | Corporate Governance      | Male   | Gauteng      | 129   |
| 13  | [REDACTED]          | Corporate Governance      | Female | Gauteng      | 125,5 |
| 14  | [REDACTED]          | Corporate Governance      | Female | Eastern Cape | 124   |

The panel members reached a sufficient consensus and agreed that the calibre of the recommended candidates brings a wealth of experience at Board level including knowledge supplemented by qualifications. The full profile for each candidate recommended for appointment by the Selection Panel is attached as as **Annexure A**.



The table below reflects the race and gender composition of the fourteen (14) recommended candidates.

|                                       |    |
|---------------------------------------|----|
| <b>Gender</b>                         |    |
| Females                               | 7  |
| Male                                  | 7  |
| <b>Race</b>                           |    |
| Black African                         | 14 |
| <b>Total number of candidates: 14</b> |    |

## 5. RECOMMENDATIONS

It is recommended that the Deployment Committee:

5.1 Considers the following for the position of the Chairperson:

| No. | Candidate  | Competency                | Gender | Location | LNW Board Experience |
|-----|------------|---------------------------|--------|----------|----------------------|
| 1   | [REDACTED] | Science and Technology    | Female | Limpopo  | First time           |
| 2   | [REDACTED] | Legal and Risk Management | Female | Gauteng  | Interim Board        |
| 3   | [REDACTED] | Environmental Management  | Male   | Gauteng  | Interim Board        |

The first candidate will serve the Board of Lepelle Northern Water for the first time, whereas the other two have served in the Interim Board and will ensure continuity.

5.2 The Deployment Committee to consider the following for the position of the Deputy Chairperson:

| No. | Candidate  | Competency           | Gender | Location | LNW Board Experience |
|-----|------------|----------------------|--------|----------|----------------------|
| 1   | [REDACTED] | Finance              | Male   | Limpopo  | First time           |
| 2   | [REDACTED] | Engineering          | Male   | Gauteng  | First time           |
| 10  | [REDACTED] | Corporate Governance | Female | Limpopo  | First time           |

**RECOMMENDATION 5.1**

Candidate \_\_\_\_\_ is appointed as the Chairperson of Lepelle Northern Water.

**RECOMMENDATION 5.2**

Candidate \_\_\_\_\_ is appointed as the Deputy Chairperson of Lepelle Northern Water.

Duly signed:

\_\_\_\_\_

**CHAIRPERSON: DEPLOYMENT COMMITTEE**

\_\_\_\_\_

**DATE**



**Annexure A: Candidates Profile**

The following suitable candidates were recommended to be appointed as Board Members of Lepelle Northern Water.

**1. Engineering (Project Management, Construction, Contract Management)**

| CV No. | Name  | Race    | Gender |
|--------|---|---------|--------|
| 24     | [REDACTED]  | African | Female |
|        | <p><b>Qualification/s:</b> PHD: Civil Engineering - Current (Wits), MBA - University of North West – 2018, MSc Eng. - Wits – 2017, BSc - University of Limpopo – 2009, BSc in Water &amp; Sanitation - University of Limpopo – 2007</p> <p><b>Skills:</b> She possesses practical and technical knowledge that is coupled with a passion for water and sanitation, research, management, research and development, monitoring and evaluation of projects, environmental management, water and sanitation, civil engineering as well as project and programme management. I am currently employed by Agreement South Africa (ASA) as Technical Group Leader for Research and Development</p>   |         |        |
| 72     | [REDACTED]  | African | Male   |
|        | <p><b>Directorship:</b> Not clearly stated in the CV</p> <p><b>Qualification/s:</b> PhD Construction Management - Nelson Mandela University - April 2020; MBA - Unisa – 2012; MSc - Built Environment - Nelson Mandela University -2010; BSc - Construction Management - University of Free State – 2013; BTech - Construction Management - TUT – 2003; NDip. Building – 2002</p> <p><b>Skills:</b> He has 20 years' experience in the built environment and engineering and has worked both in the public sector (three spheres of government namely local government, provincial government and national government) and private sector (consulting for consultants and contracting for a contractor).</p> <p><b>Directorship:</b><br/> <b>Current:</b> Committee Member: South African Council for Project and Construction Management<br/> <b>Previous:</b> Stakeholder: South African Council for Project and Construction Management Profession; Committee Member: Construction Industry, Development Board &amp; Department of Public Works; Committee Member: Presidential Office; Technical Committee Member: Department of Economic Development</p> |         |        |

2. Science & Technology

| CV No. | Name       | Race    | Gender | Qualification/s: MBA; PhD (Agriculture) ; MSc Agriculture; BSc Agriculture (Hons); BSc Agriculture   |
|--------|------------|---------|--------|--|
| 47     | [REDACTED] | African | Female | <p><b>Skills:</b> She is a seasoned professional and researcher with more than 30 years working experience. Possesses solid ability to deliver high levels of performance demonstrating exceptional people management experience to drive change and improve performance. Thorough understanding of governance, and working effectively with a board utilising strategic thinking, effective financial management and commercial acumen.</p> <p><b>Directorship:</b><br/> <b>CURRENT:</b> Councillor to South African Veterinary Council; Permanent delegate of the Workshops on National Strategy for Sustainable Development (NSSD) facilitated by Department of Environmental Affairs (DEAT); Permanent member of National Department of Agriculture and Science and Technology Task Team (ASTIACO)</p> <p><b>PREVIOUS:</b> Member of the Task Team on Integrated Sustainable Rural Development and Urban Renewal Programme</p> |

3. Accountants, Treasury, Corporate and Project Finance

| CV No | Name       | Race    | Gender | Qualification/s  |
|-------|------------|---------|--------|--|
| 172   | [REDACTED] | African | Male   | <p><b>Qualification/s:</b> MBA – WITs, - Master of Commerce – NWU, - Bcompt Honours – UNISA, Bachelor of Commerce – University of Limpopo</p> <p><b>Skills:</b> Corporate Governance, Finance and Accounting, Taxation, Audit (Internal and External as well as forensic), Information Technology, Risk Management and Ethics Management, Legal and Compliance, Project Management, Teaching and Learning, Risk Management including Business Continuity, Function, Corporate and Project Finance, Information Technology, Economic Development, Business Development / Entrepreneurship, Water Projects Treasury</p> <p><b>Directorship:</b></p> <p><b>CURRENT:</b> Estate Agency Affairs Board: member Audit and Risk Committee: 2018 - 2021; Limpopo Provincial Treasury: Audit Committee Chairperson of Cluster 2:2017 to 2019; reappointed 2020 to 2022; Gauteng Provincial Treasury: Audit Committee Chairperson of Cluster 2: 2018 to 2021; MICTseta: Risk Management Committee Chairperson: 2019 to 2021</p> <p><b>PREVIOUS:</b> North Development Corporation: Chairperson of Audit and Risk Committee (2017-2020); Tshwane University of Technology: Chairperson of Audit and Risk Committee (2018-2020); North West Department of Education: Member Audit Committee 2017-2020</p> |

4. Legal and Risk Management

|       |            |         |        |   |
|-------|------------|---------|--------|---|
| CV No | [REDACTED] | African | Male   | <p><b>Qualification/s:</b> Masters of Laws (Corporate Law) - University of South Africa - 2019<br/>LLB - University of Limpopo - 2010</p> <p><b>Skills:</b> Corporate Governance, Finance and Accounting, Taxation, Audit (Internal and External as well as forensic), Information Technology, Risk Management and Ethics Management, Legal and Compliance, Project Management, Teaching and Learning, Risk Management including Business Continuity, Function, Corporate and Project Finance, Information Technology, Economic Development, Business Development / Entrepreneurship, Water Projects Treasury</p> <p><b>Directorship:</b> Not clearly stated in the CV</p> <p><b>Qualification/s:</b> LLB; LL.M: Corporate Law; LLM - labour Law (Current)</p> <p><b>Skills:</b> She has extensive experience in rendering legal advice to the public sector. She is well versed with public services policies, the PFMA, and its Regulations, King Codes on good Governance, Companies Act, corporate governance and leadership issues.</p> <p><b>Directorship:</b><br/><b>CURRENT:</b> Interim Board Member: Lepelle Northern Water, Member: Royal Throne Assemblies of God; Member: Mabashane Makgopa Foundation</p> <p><b>PREVIOUS:</b> Not indicated</p> |
| 58    | [REDACTED] | African | Female | <p><b>Qualification/s:</b> LLB; LL.M: Corporate Law; LLM - labour Law (Current)</p> <p><b>Skills:</b> She has extensive experience in rendering legal advice to the public sector. She is well versed with public services policies, the PFMA, and its Regulations, King Codes on good Governance, Companies Act, corporate governance and leadership issues.</p> <p><b>Directorship:</b><br/><b>CURRENT:</b> Interim Board Member: Lepelle Northern Water, Member: Royal Throne Assemblies of God; Member: Mabashane Makgopa Foundation</p> <p><b>PREVIOUS:</b> Not indicated</p>  |
| 108   | [REDACTED] | African | Female | <p><b>Qualification/s:</b> LLB; LL.M: Corporate Law; LLM - labour Law (Current)</p> <p><b>Skills:</b> She has extensive experience in rendering legal advice to the public sector. She is well versed with public services policies, the PFMA, and its Regulations, King Codes on good Governance, Companies Act, corporate governance and leadership issues.</p> <p><b>Directorship:</b><br/><b>CURRENT:</b> Interim Board Member: Lepelle Northern Water, Member: Royal Throne Assemblies of God; Member: Mabashane Makgopa Foundation</p> <p><b>PREVIOUS:</b> Not indicated</p>  |



5. Environmental Management

|        |            |         |        |  |
|--------|------------|---------|--------|--|
| CV No. | [REDACTED] | African | Female | <p><b>Qualification/s:</b> PhD: Chemical Technology; MSc - Applied Radiation Science &amp; Technology; Postgraduate Dipl. - Applied Radiation Science &amp; Technology; BSc - Physics &amp; Chemistry</p> <p><b>Skills:</b> She is a seasoned professional female Nuclear Physicist, Water and Environmental Engineering Specialist Professional with an extensive corporate governance experience within the water and energy, waste, engineering and petroleum space, driven by a strong desire to achieve outstanding personal career growth and development.</p> <p><b>Directorship:</b></p> <p><b>CURRENT:</b> Non-Executive Director: Eskom SOC Limited; Chairperson: Eskom; Social and Ethics and Transformation Committee; Interim Chairperson: ESKOM; Chairperson: Water Task Team</p> <p><b>PREVIOUS:</b> Board Tender Committee Chairperson: Eskom; Audit &amp; Risk and Investment and Finance Committees Member : Eskom; Commissioner : National Planning Commission, The Presidency, Department of Planning, Monitoring and Evaluation; Social and Ethics and Transformation Committee Member: NECSA; Social and Ethics and Transformation Committee Member: NECSA; Research and Development Committee : NECSA</p> |
| 46     | [REDACTED] | African | Male   | <p><b>Qualification/s:</b> PhD Environmental Geosciences, MSc Environmental Sciences; BSc Environmental Sciences Honours; BSc Environmental Sciences; MBA</p> <p><b>Skills:</b> He has 16 years' experience in the Environmental Sciences field - environmental management and legal compliance, Health and Safety Management, Community Development. Has technical expertise in Project Management, Environmental Management, Mining Charter implementation, Governance sustainability management and reporting. Has international and national academic publications, Journals</p>   |
| 170.   | [REDACTED] | African | Male   |  |



|     |            |         |      |   |
|-----|------------|---------|------|---|
|     |            |         |      | <p><b>Directorship:</b> Interim Board Member at Lepelle Northern Water; Coif and Fred Consulting Engineers PTY LTD from (2014 to date)</p> <p><b>PREVIOUS:</b> None</p>   |
| 179 | [REDACTED] | African | Male | <p><b>Qualification/s:</b> B. Agric - University of Venda, B. Inst. Agrar (Hons) - University of Pretoria, M. Inst. Agrar (Masters), M. Eng. (Masters) - University of Pretoria, Masters in Business Leadership (MBL) -UNISA, Diploma in Municipal Governance from the University of Johannesburg.</p> <p><b>Skills:</b> A seasoned executive specialising in environmental sustainability and engineering, with 20 years of industry experience gained in various senior roles across diverse industries and in both the public and private sector, including at the development finance institution.</p> <p><b>Directorship:</b></p> <p><b>CURRENT:</b> Currently serves as a member of the Professional Advisory Council for environmental science category at SACNASP and a member of several technical reference groups at the Water Research Commission (WRC). Registered professional natural scientist with the South African Council for Natural Scientific Profession (SACNASP)</p> |

6. Corporate Governance

|     |            |         |      |  |
|-----|------------|---------|------|--|
| 100 | [REDACTED] | African | Male | <p><b>Qualification/s:</b> Post Graduate Diploma: Management; Advanced Certificate in Governance and Public Leadership; Diploma in Leadership Development and Management</p> <p><b>Skills:</b> He has 20 years' experience of which 10 years served as a Member of Parliament (MP) at Limpopo Provincial Legislature. He has the knowledge and understanding of organisational operations in the field of strategic and leadership</p> |
|-----|------------|---------|------|--|

|     |  |         |        |   |
|-----|--|---------|--------|---|
|     |  |         |        | <p>management, stakeholder management, communications and human resources management</p> <p><b><u>Directorship:</u></b> Interim Board Member at Lepelle Northern Water</p> <p><b><u>CURRENT:</u></b> Interim Board Member at Lepelle Northern Water</p> <p><b><u>PREVIOUS:</u></b> None</p>   |
| 104 |   | African | Male   | <p><b><u>Qualification/s:</u></b> Bachelor of Business administration; Executive Development Program; Certificate, Marketing, Certificate in Development Planning and Management; Bachelor of Commerce – Incomplete</p> <p><b><u>Skills:</u></b> He is a seasoned and experienced Socio-Economist cutting across several sectors of the economy, politics and business. These sectors encompass leadership roles in investment promotion, economic and business development, social development, job creation and retention and governance in the private sector.</p> <p><b><u>Directorship:</u></b></p> <p><b><u>CURRENT:</u></b> Interim Chairman - Lepelle Northern Water; Chairman-Black Association of Commercial Property Owners; Trustee-Collins Chabane Foundation</p> <p><b><u>PREVIOUS:</u></b> President, Black Management Forum, Limpopo; President, Polokwane Golf Club 2004 –2005</p> <p><b><u>Qualification/s:</u></b> MBA; Masters Diploma: HR; BA - Psychology of Education; B.Ed</p> <p><b><u>Skills:</u></b> She has extensive governance experience. She has necessary skills, qualifications and competencies and possesses exceptional business and leadership skills. She has an intricate understanding of PFMA and has vast knowledge of the Public Service and the Schedule 2 and 3 entities, in terms of the PFMA.</p> <p><b><u>Directorship:</u></b></p> <p><b><u>CURRENT:</u></b> Interim Board member at Lepelle Northern Water_Member: Audit and Risk Committee; Chairperson: Corporate Services Committee Member: ARCO of RTIA</p> <p><b><u>PREVIOUS:</u></b> Chairperson: Board of the WRSETA; Chairperson: Ingwe TVET College</p> |
| 113 |  | African | Female | <p><b><u>Qualification/s:</u></b> MBA; Masters Diploma: HR; BA - Psychology of Education; B.Ed</p> <p><b><u>Skills:</u></b> She has extensive governance experience. She has necessary skills, qualifications and competencies and possesses exceptional business and leadership skills. She has an intricate understanding of PFMA and has vast knowledge of the Public Service and the Schedule 2 and 3 entities, in terms of the PFMA.</p> <p><b><u>Directorship:</u></b></p> <p><b><u>CURRENT:</u></b> Interim Board member at Lepelle Northern Water_Member: Audit and Risk Committee; Chairperson: Corporate Services Committee Member: ARCO of RTIA</p> <p><b><u>PREVIOUS:</u></b> Chairperson: Board of the WRSETA; Chairperson: Ingwe TVET College</p>   |



|     |   |         |        |  |
|-----|---|---------|--------|--|
| 126 |  | African | Female | <p><b>Qualification/s:</b> Post Graduate Diploma: Human Settlement; Post Graduate Diploma: Management of Governance; B.Ed – Education; BA – Unisa; Diploma: Clothing Construction; Senior Secondary Teachers Cert.</p> <p><b>Skills:</b> She has a wealth of experience in leadership positions and academic capabilities within the Government institutions across different spheres. She has the knowledge and understanding of good governance</p> <p><b>Directorship:</b><br/> <b>CURRENT:</b> Member: African National Congress Caps; Member: African National Congress Women's</p> <p><b>PREVIOUS:</b> Convener: Progressive Women's movement of SA; Board Member: Moleletje Community Radio Station; Chairperson: SANCO.</p> <p><b>Qualification/s:</b> Masters: Agriculture &amp; Rural Development; Cert. Poultry Production; Honours Degree; Cert. Advance Computer; BA: Agriculture and Rural Development</p> <p><b>Skills:</b> She has a wealth of experience in leadership positions and academic capabilities within the Government institutions across different spheres. She has the knowledge and understanding of good governance</p> <p><b>Directorship:</b><br/> <b>CURRENT:</b> Interim Board Member at Lepelle Northern Water</p> <p><b>PREVIOUS:</b> None</p> |
| 142 |  | African | Female |  |

**Annexure A: Candidates Curriculum Vitae**

**Annexure B: Interview Panel Signatures**

**Annexure C: Declaration by Panel Members**

**Annexure D: Panel Members Attendance Register**

**ROAD TRAFFIC INFRINGEMENT AGENCY  
BOARD APPOINTMENT**

- (8) The board meets at least twice per year or as often as may be required.
- (9) The board determines its own procedures for meetings and decisions and may, in the absence of a chairperson, elect a member contemplated in subsection (1) (a), or (b) as acting chairperson.
- (10) Members of the board who are not in the full-time employment of the State may be paid such remuneration and allowances as may be determined by the Minister in consultation with the Minister of Finance.

**NOTES**

- The RTIA currently has no Board and the Registrar acts as both the Accounting Officer and the Accounting Authority of the Agency.
- In terms of the enabling law, RTIA's Board consists of 7 members, one of whom is a Director of Public Prosecutions nominated by the National Director of Public Prosecutions and the other is the RTIA Registrar.
- Minister is required to appoint 5 members to the Board.
- Considering the role and mandate of RTIA and its centrality in implementing the AARTO Act, it is imperative that the skills mix of the Board must enable it to make sound decisions and effectively guide management in the execution of the day to day management of the Agency. The recommended list must therefore be published in the Government Gazette for comment/objections and a copy of the notice provided to the Portfolio Committee on Transport and the Select Committee on Transport, Public Service & Administration and Public Works & Infrastructure.
- The final list of 5 candidates is reflected below.

**BREAKDOWN OF RECOMMENDED CANDIDATES**

| SKILL                  | GENDER   |          | RACE     |          |          |       | BELOW 40 | TOTAL    |
|------------------------|----------|----------|----------|----------|----------|-------|----------|----------|
|                        | Male     | Female   | African  | Coloured | Indian   | White |          |          |
| Internal Audit/Finance | 1        |          | 1        |          |          |       |          | 1        |
| Legal                  | 1        | 2        | 3        |          |          |       | 1        | 3        |
| Corporate Governance   | 1        |          |          |          | 1        |       | 1        | 1        |
| <b>TOTAL</b>           | <b>3</b> | <b>2</b> | <b>4</b> |          | <b>1</b> |       | <b>2</b> | <b>5</b> |

The National Director of Public Prosecutions has nominated the Limpopo Director of Public Prosecutions, Adv Ivy Thenga, making the representation on the Board 3 males and 3 females.

**ROAD TRAFFIC INFRINGEMENT AGENCY  
BOARD APPOINTMENT**

| NO | NAME       | SKILL CATEGORY         | GENDER | RACE    | AGE | ABRIDGED CV  |
|----|------------|------------------------|--------|---------|-----|--|
| 1. | [REDACTED] | Legal                  | Female | African | 44  | Ms Zulu is an African female whose experience covers law and governance, with particular focus on supply chain compliance. Her experience in the public sector includes pioneering the establishment of a Municipal Bid Appeals Tribunal across 60 municipalities in KZN. She has worked as a Claims Assessor for the RAF. She currently serves as a member of the DTI's Companies Tribunal, member of the Construction Industry Development Board (CIDB) Board and member of the Ilembe District Municipality Audit Committee.  |
| 2. | [REDACTED] | Legal/Policing         | Male   | African | 64  | Mr Msetweni is a 64-year old African male, whose experience is almost entirely in law enforcement. He has vast experience starting as a Traffic Officer and climbing through the ranks to an Acting Chief Superintendent: Internal Investigations. He has served as Deputy Director: Road Policing, Director: Business Liaison and Director: Logistical Support at the Tshwane Metro. He holds a B.Tech degree in Road Traffic and Municipal Police Management, a Certificate in Road Transport Management and a Higher Diploma in Management Studies. He has served as a member of the CBRTA, Provincial Regulatory Road Transport Agency and Municipal Regulatory Road Transport Agency. <b>Mr Msetweni is recommended as Chairperson the Road Traffic Infringement Agency (RTIA).</b> |
| 3. | [REDACTED] | Corporate Governance   | Male   | Indian  | 38  | Dr Dala is a 38-year old Indian Male who holds a PhD in Information Technology. His experience spans both the public and private sectors. He has served as a Director: IT Audit at National Treasury, Senior Manager: Information Security & Compliance at e-Commerce Online Gaming and Regulation Authority, Senior Consultant: IT Audit and Information Security Consulting at PriceWaterhouseCoopers, Orion Project Assistant at the Johannesburg Securities Exchange.  |
| 4. | [REDACTED] | Legal/Policing         | Female | African | 39  | Ms Khosa-Shikwambana is an African Female who holds a Masters Degree in Policing. Her experience is in academia and is currently a Lecturer at the Tshwane University of Technology. She has written and delivered several papers on Policing. She holds a Masters degree in Policing, Diploma in Public Management, Certificate in Risk Management and Certificate in Private and Corporate Investigation. She is currently reading for a PhD in Literature and Philosophy in Police Science.   |
| 5. | [REDACTED] | Internal Audit/Finance | Male   | African | 33  | Mr Ramokhele is a 33-year old African Male Chartered Accountant, whose experience is in auditing. He is currently a partner at Differentia Chartered Accountants. He holds a B.Com Accounting and Higher Diploma in Accountancy. His experience is in the private sector and has lectured financial reporting and management accounting at UNISA.  |