

MINISTER IN THE PRESIDENCY REPUBLIC OF SOUTH AFRICA

Private Bag X1000, Pretoria, 0001; Tel: 012 300 5200 / 021 464 2100



Deputy President, Head of the Deployment Committee
African National Congress
Luthuli House,
Johannesburg
GAUTENG

RE: DEPLOYMENT COMMITTEE CONSIDERATION AND APPROVAL OF COUNCIL MEMBERS FOR INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA

Dear Comrade Deputy President

This serves to report to the Deployment Committee about work done regarding the Parliamentary process for the appointment of ICASA Council members by the Minister upon the approval by the National Assembly, having regard to a public participatory nomination, transparency and openness. In terms of the legal prescrips," the National Assembly will submit to the Minister a list of suitable candidates at least one and a half times the number of Councilors to be appointed".

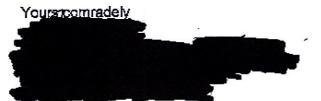
The National Assembly having invited nominations to fill five (5) vacancies in the ICASA Council, in accordance with the ICASA Act (as amended), with the closing date of September 2019, received 75 nominations. The Parliamentary Committee on Communications shortlisted and interviewed the candidates. After consultation and engagements with the ANC Study group in Parliament, with regard to the filling of the 5 vacant positions of ICASA Council,

attached is the prioritized list of 10 candidates, read with the original full list of applicants received of 75 candidates.

Initially ICASA had 9 Councilors, the Chairperson Mr. Ruben Mohlaloga was removed by Parliament after an inquiry, eight (8) Councilors remained and an acting Chairperson was appointed. Out of the 8 remaining, the term of 4 Councilors ends on the 10th of June 2020, meaning ICASA will be left with 4 Councilors. In addition, one of the 4 who would be remaining had resigned effective from 1 July 2020.

I therefore plead with the Deployment Committee to consider and support the appointment of five (5) candidates nominated to serve on the ICASA Council. The Council, viewed collectively, must be representative of the broad section of the Republic, possess suitable qualifications, expertise and experience in the fields of (amongst others) broadcasting, electronic communications and postal policy or operations, public policy development, law, electronic engineering, marketing, journalism, entertainment, education, economics and finance. Therefore, the candidates to be appointed should have one or more of the above or any other relevant expertise or qualifications.

Thanking you in anticipation.



Acting Minister of Communications and Digital Technologies

Date #

SHORTLIST ICASA COUNCIL

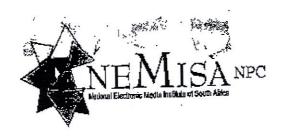
ON	GENDER	AGE	NAME &	QUALIFICATIONS	EXPERIENCE
			THICANDO S		
-	Male	33		Current Councillor – Acting Chair	ICASA Councillor Former SAMSUNG staff
	-			 Doctor of Philosophy in Business Administration 	Former Anglo American staff Former Sunday Times staff
				 Master of Business Administration 	• Former Buck starr
				 Certificate in Applied Project Management &National Diploma in Public Relations Management. 	
22	Female	46		BSC Masters in ICT & Regulation policy	 TFR Training Institute Former Telkom staff Former iCASA staff Former TRANSTEL staff Former TRANSNET staff
က် 	Male	23	H	Master of Public Admin BA Honours	Former SAPO Board member Invula Group Fordworks and Associates Armscor
4	Male	56		Current Councillor	ICASA Councillor Former ICASA staff
				 Master of Arts in the Field of ICT Policy & Regulation, Managing the 	Former SATRA staff Former Neotel staff

Former Department of Communications staff	 Former Special Advisor (Minister of Communications) Former member of State Security Agency Former Chief Director (Department of Communications) Former IBA Councilor Former Chairperson of Space Affairs Council of SA Former Regulatory Affairs Manager of Telkom 	 Former Telkom staff Former SA Tourism Former Sun International 	 COEGA Former Siemens Former Telkorn Media Former SABC staff 	 Former ICASA staff Former Competition Commission staff Former SARB staff Former The Presidency staff 	• Lecturer
Telecommunications Environment, Policy & Regulation National Higher Diploma and Leadership & Management Development Programme	Master of Laws with specialisation in International Law Master of Laws with specialisation in Aviation and Space Law	Masters in ICT Policy BA in industrial Sociology Current regulatory specialist	BSC Engineering Masters in Engineering Management	MA in International & Dev economics, GM at ICASA	PhD, Telecoms Policy, Research
			111		
	Male 62	Female 48	Fernale 37	Male 49	Male 67
		φ	7.	89	6

	•8		(Independ consultant)	 Independent Consultant
		l		 Former COSATU staff
				 Former ABSA staff
				 Former DoE staff
10. Male	64		• BA	• ICASA
			MA of Business Admin	 Commission on Gender Equality
				• SABC
				 Admin Board Northern Transvaal

*1

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John de	Chief Executive Officer (5 Years Fixed Term Contract)
Oproposedlent (1974)	NEMISA
Openionia)	Office of the Chief Executive Officer
الرا عليا (pulga) عبا	Parktown, Johannesburg
Salaryikabge	Grade 15
Upward Reporting Rejation ships	Board
Remainde Number	NEM19/11/2019

MAIN PURPOSE OF JOB

To provide overall leadership, integration and coordination in the execution of the digital agenda within the country through ensuring that digital skills expertise, knowledge and resources impact the development and learning within Government and society; build an institute that will be responsive to the future of works in the era of the 4th Industrial Revolution.

JOB OBJECTIVES

(a) Strategic Leadership

- Develop, manage and execute the Institute's strategy, and drive the strategic direction of the Institute
- Ensure that all business units' strategies and plans are aligned with the overall institute
- Set comprehensive goals and objectives for performance and growth
- Drive the formulation of the Institute's strategy, policy and decision making
- Develop, establish and direct the execution of operating policies to support overall institutional objectives
- Develop, establish and direct the Implementation of strategic business plans
- Oversee all initiatives across the institute to ensure that their conception and implementation support the Institute's strategic objectives
- Provide leadership and input for strategic and annual planning processes
- Provide Input Into the implementation of new processes and approaches to achieve strategic objectives
- Drive the overall values of the Institute in a manner that instills trust and credibility within internal and external stakeholders
- Position NEMISA as digital skills training institute of choice in the 4IR era

(b) Policy and Compliance Management

- Drive the formulation of policies to promote the institute's achievement of strategic objectives and ensure a dean administration
- Ensure that the Institute maintains full and proper records of relevant activities as required by legislative
- Drive the establishment of internal processes for checking of compliance with legislative prescripts

Tel: +27 - 11 494 0563, Facc + 27 - 13, 464 0615, Physical Address: 21 Girton Road, Parktovin, Postal Address: P.O. Box 545, Auckland Park, Johannesburg 2006,

Non-Executive Directors: Ms Molebogeng Lesinsbane (Chairperson); Ms Thobeka Buswena; Mr Makyn Lubega; Mr Llonal Adendori; Ms Nomonda Histohaneni; Prof Christian Adendorii; Ms Bengoklie Filana.

Recoutive Directors: Mr-Treveso Retindhreath (Acting CEO); Mr Thillyhali Ramawa (CFO)

Company Secretary; Fluidhock Advisory (Pty) Ltd (Acting Company Secretary)



- Provide advocacy to stakeholders on policy interpretations, and drive the awareness of policy changes
- Ensure that all business units comply with relevant policies, processes and systems
- Ensure the compilation and submission of statutory reports in line with agreed standards and time line

(c) Risk Management

- Drive the develop of a Risk Management Strategy, tools, practices, and policies for the Institute to analyse and report risks in line with the overall risk strategy
- Ensure the management of risks according to the Risk Management Framework
- Ensure the effective monitoring and evaluation of risk related activities
- Provide input to the Risk Management unit, EXCO and Board on risk management practices within the Institute
- Ensure that the institute reflects practices and behaviors that are ethical, credible and professional

(d) Financial Management

- Drive the effective management and monitoring of financial resources and ensure compliance with management directives
- Ensure the effective management and monitoring of Institute cash balances and forecasts
- Ensure the effective management and investment of Institute assets and pension funds to extract maximum benefit
- Ensure the monitoring and controlling of expenditure of the Institute in line with the budget
- Ensure the compilation and submission of accurate financial date in accordance with prescribed guidelines, standards and formats
- Ensure the effective management of the acquisition of assets and resource requirements within the Institute

(e) Human Capital Management

- Drive the management of human capital assets and ensure maximum performance, capacity, capability and well-being
- Ensure the provision of required training and development to employees to ensure optimal performance
- Drive the determination of staffing requirements, and ensure recruitment and retention of high performing
- Ensure that training interventions are aligned with the institute's and employees' needs
- Drive the implementation of an effective performance management systems and ensure the management of employee performance against agreed standards and objectives
- Provide overall leadership and support the institute's employees by keeping them informed and engaged, providing ongoing performance feedback, coaching and guidance

(f) Stakeholder Management

- Participate in Internal and external stakeholder forums as directed
- Represent and participate in the institute's committees and/or task teams
- Engage and build inter-departmental relationships with internal stakeholders, in order to drive overall performance
- Engage and build inter-governmental and business relationships and ensure the capitalisation of funding opportunities
- Attend meetings and present findings and proposals to members and management
- Represent the Institute at external events through the display of ethical leadership



Education: Formal Qualifications

Education involves the acquisition of knowledge and skills through learning where subject matter is imparted systematically. Formal qualifications are obtained by studying at formal institutions e.g. universities, Technikons, colleges, etc.

Minimum:

Level of Education:

- Post graduate qualification (NQF Level 8) in Data Science or related Business Administration, ICT, Digital
- Master's Degree in these principles will be an added advantage

Job related Work Experience

Experience is obtained through opportunities for exposure and practice at work. It includes all working experience that has some bearing on the Job and is not restricted to the current organisation. Supervised on-thejob training, internships and learnerships are incorporated within this category.

Minhmum:

- 5 7 years' experience in Senior/ Executive Management
- 5 years in research in ICT or related skills
- 5 + years' experience in a similar environment

ideal:

5 years' experience in a similar environment

Job related Knowledge

Job-related knowledge is typically gained through formal or informal training programs (these exclude programs through which Formal Qualifications are attained). It includes knowledge of facts, data and information and understanding the rationale behind models, theories and principles.

- Extensive knowledge and understanding of national service delivery priorities
- Knowledge and understanding of national and provincial growth and development strategies
- Public Finance Management Act (PFMA)
- Knowledge of digital skills applications within an educational context
- Knowledge of the National Development Plan, National Qualifications Framework and Skills Development Processes
- National Integrated ICT White Paper
- SA Connect: Broadband Policy
- Knowledge of National, Provincial and Local Government Protocols
- Treasury Regulations
- Supply Chain Management practices and processes
- Knowledge of general financial management, budgeting and reporting processes within the Public
- Advanced Excel & knowledge working on Financial Accounting systems

Competency requirements



- Exceptional Leadership Skills
- Strong Written and Verbal Communication
- Excellent Presentation
- Strong Networking and Relationship Building ability
- Ability to interpret reports, business correspondence, and procedure manuals
- · Strong mentoring and coaching skills
- Ability to belance competing priorities, complex situations and tight deadlines
- Ability to rapidly process and comprehend large amounts of detailed information, consider the implications and consequences of new facts and make decisions

Important note:

- Please email_through comprehensive CV and certified copies of Qualifications/Supporting documents to:
- Preference will be given to historically disadvantaged applicants.
- Only candidates who meet the minimum requirements should apply.
- NEMISA reserves the right not to make an appointment.
- Correspondence will be limited to shortlisted applicants only.
- Closing Date: 24 January 2020

We are committed to Employment Equity when recruiting internally and externally. It is company policy to promote from within wherever possible. Therefore, please be aware that internal candidates will be considered first before reviewing external applicants, if this supports achievement of our Employment Equity goals.

The Deputy Secretary General African National Congress Luthuli House Johannesburg 2000

03 June 2020

By email:

NOTICE TO THE DEPLOYMENT COMMITTEE: ADVERTISED POST OF DIRECTOR-GENERAL DEPARTMENT OF SMALL BUSINESS DEVELOPMENT

- This serves to inform the National Deployment Committee of the intention of the Department of Small Business Development to fill the vacant post of Director-General.
- The post was advertised on City Press on Sunday 05 May 2020 and public service circular of 25 May 2020. The closing date of 05 May 2020 has been extended to 10 June 2020.
- 3. A copy of the City Press advertisement has been attached.

Regards

By email

Minister for Small Business Development

Top varsity officials in graft probe

Unisa students unhappy with online exams

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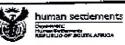
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SOCIAL HOUSING PROJECT DEVELOPMENT PRO COMBOLICATED CAPITAL GRANT SIZURIZE CALL FOR REGISTRATION OF INTEREST

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REQUESTARTION OF INTEREST.

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 Name of the Project.

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CONTACT DETAILS: For any anguirtes, omeil drép@diffo.04g.26 SHRA wabaile: www.ahra.org.as, Tenders, Expression of inferes

The Department of Defence and Military Veterans is an equal opportunity, affirmative aution employer. ki sour jintension to grantos representativity (zace, gender and diseasability. The earthfature of pers whose transfer/appointment will promote representativity will receive preference.

To the Department of Delance, Human Resources Division (Chief Divisions HR Neceptoral), Private Bag X 975, Pratoria, 0001 or hand delivered to Bank of Liebon (Chir Peul Kagyar end Visagus Street) or small to: Kateki hiedisabane@ded.milza.

FOR ATTENTION: Ms K.B. Muregu

CLOSING DATE: 29 May 2020

Applications must be authorized on form ZBS and should be secongrafied by certified copies of qualifications, identify Document, (ID), a comprehensive Curriculum integrically and conjugable information to the consideration of the considerat have foreign qualifications evaluated by the SouthAfrices Operfication Authority (BACIA). The stortisted candidates will be subjected to principal exercise that intends to buil interval. Inchnical elements of the job, the logistics of which will be communicated by the department. Additional to this, the shortlisted candidates will be required to extend a generic menagental compatency estatement. (compenency based essegments). The competency assessment will be limited to successful candidates in the interview process only. If you have, not been contacted within time (3) morabe after the docing data of file sovertisement, please scoapt that your epipilication. was unsurceestal. Shortisted candifules will be autilised to a pre-employment acreaming and a Top Scoret security verting to delignmine the autilishing of a panelidate for employment. Failure to submit the required documents will caruli in your application not being considered. Successful candidates will be required to declare their friends! Unlesses with one (1) month of application. The successful candidate will be pagging to enter into a five (5) year employment contract and performance agreement with the Minister of Detendent Millary varieties. Applicants must quote the relevant reference number provided. Application received effect the closing date will not be considered. Failure to comply with the above instructions will never in expedications being disqualitied.

MANAGEMENT RCHELON

POST 17/202: SECRETARY FOR DEFENCE IDIRECTOR-GENERALL: DEPARTMENT OF DEFENCE REF NO. 17/24/01 (5 year contra

R 1 976 533 per annum (Level 16) (Al-inclusive salery prokage) which consists of a basic estary, employer a contribution to the Government Employee Pension Fund and a non-persionable allowance in terms of the appropria rules plus 10% non-pensionable

CENTRE: ARMSCOR Building, Ereamuskipol, Praiotis.

A serior Centificate, a junior degree and a Postgraduate Qualification (NQF 8) as recognised by SAQA. Must have 8-10 year provan experience of serior managerial level, at least 3 years of which rittel he within any organ of State, so defined in the Constitution, Act 106 of 1996. The successful candidate must be a required management experience with strong leadership capabilities, and an agranding apparance in strategic and managerial positions at an executive level. Height must have an understanding of the functioning of government and the rote of the Defence Secretariat as defined in the Constitution. Act, 103 of 1995. The auccessful concidets must have an understanding of the Constitutional mandate of the Department, the relevant government colleges and legislation impacting on the Department and its relationship with International, National, and other stakehobbers. Ynowedge of the government security sector, through not essential, weuld be achemisgeous. Harsha will be copected to be innovative and have organizational abilities, good witting akille, project management, financial management drills

Signa up the Accounting Officer and Head of the Department of Defence and its entities in accordance with all legislation, regulations and policy prescripts. Function as the points/se departments policy settles in accordance with all legislation. regulations and policy prescripts. Function as the principle depictionnist policy advisor to the Minister of Delignes and Milliony Veterraps (Minister) on delignes policy mailtans. Support the Minister in the effective and editions occurs hister constitutional responsibilities as the Executive Authority for Defignot, including that of conditing civil control over the Defines Force. Advis the Minister in providing strategic delends directly in Prough Agricips research and the development of detence politics and stretegies for the defence and protection of South Africa. Presure the Implementation of work defence detelogic direction through stretegies and control over the Defence Analysis in the Control over the Calance Analysis, budgets and organization stronger and for the control over the Calance Analysis, including performance management, availations in the Minister in the Minister of Advisors Analysis, including performance management, availations in the Minister Providers, internal and departmental complicator; Manage the defence relationating with key Statesholders and Assumance Providers, internalis. The Public Sunder Capamisation; the Department of Public Service and Assumance; the Basicinal Treasury; the Defence Audit committee; and, the Auditor Centerral of Republic of South Africa. Provide defence science, section of acquision services that manage devence capable and technology programmes. Provide transversal singles appoint services; to the analysis control calance in the access to control deciman continues controlled actions and relations. defence diplamacy pervices; public entity ownership-control services; corporate communication services; end the access to defence information, Provide a Secretaria; to the National Conventions Arms Control Committee.

ENCURIES:

Major General K.C. Mothabane, (012) 338-5200.



National Lotteries Commission

Position(s):

- Chairperson; and
- Non-Executive Board Member

. Summary

There are different requirements in the legislation governing the National Lotteries Commission – the Chairperson post goes through a parliamentary process, whilst ordinary membership does not.

Chairperson.

The vacancy in the post for Chairperson needs to be filled by 1 December 2020. Following a public call for nominations in September 2020, 51 candidates were proposed. During October, an independent process was followed to narrow the list; and subsequently in November an Inter-Ministerial shortlisting committee identified the three strongest candidates based on governance experience and profile.

A shortlist will need to be submitted to Parliament for a public and transparent process to be followed, in accordance with the Lotteries Act, prior to a decision on a final candidate.

The three strongest candidates identified for the shortlist are:



Additional Board Member

In addition to the above, there is one vacancy for a Board member for the NLC. An advert was placed for nominations and 82 nominations were received.

Following a shortlisting process, the following three candidates were identified as most suitable for consideration:



Background

The National Lotteries Commission regulates various lotteries including sports pools, society lotteries, raffles and competitions. The NLC monitors and regulates the running of various lottery competitions, including those organised by non-profit organisations to raise funds and by companies to promote their goods and services. The NLC also serves as a providing registered Non Profit Organisations with funding to establish projects that improve the lives of everyday South Africans.

The operations of the NLC are overseen by a board, appointed by the Minister of Trade, Industry and Competition.

Composition of the Board

The composition of the board has been prescribed by the Act, and consists of the following:

- a chairperson;
- · one member designated by the Minister; and
- not more than five members who have proven business acumen or applicable knowledge or experience with regard to matters connected with the functions of the board, and of whom at least one should be a legal practitioner admitted to practise in the Republic and at least one a chartered accountant in the Republic.

Prior to the vacancies, there were 3 female and 3 male ordinary board members, in addition to the Chairperson who is male.

Currently, there are 2 females and 4 males on the Board, including the Chair. The vacancy for Chair will mean 2 females and 3 males on the Board.

Legislative provision for appointment of board members

The members of the Board are appointed by the Minister of Trade, Industry and Competition in terms of the Act.

The process to appoint the Chairperson of the Board is prescribed in terms of Section 3(3) of the Act, which states:

The Chairperson shall be appointed after:

 the Minister has by notice in the Gazette; and in not less than two newspapers circulating in every province invited interested parties to nominate persons suitable for appointment as chairperson;

- the relevant committee of the National Assembly has made recommendations to the Minister in relation thereto
- a transparent and open process of considering persons so nominated.

Process followed to date

Call for nominations

On 4 September 2020, a notice was published in the Government Gazette, and on 6 September 2020, a notice was published in both the Sunday Times and City Press requesting call for nomination for (i) the position of Chairperson; and (ii) the additional board member position. (Please see advert attached.)

Members of the public were given until 21 September 2020, to submit their nominations to the Department of Trade, Industry and Competition for consideration.

More than 51 nominations were received for the position of the Chairperson of the board; while a further 82 nominations were received for the position on non-executive board member.

The list of nomination for both the position of Chairperson, and non-executive board member are attached.

Independent shortlisting panel

Following the receipt of nominations, referred to above, an independent panel was established to further shortlist candidates for the position of Chairperson and to make recommendations to the Ministry of Trade, Industry and Competition on the suitability of candidates for the position of Chairperson.

The Independent Shortlisting Panel was requested to consider the candidates who had been nominated for the position of Chair following the public call, and to identify candidates who had the requisite qualities to serve as Chairperson, bearing in mind the need to ensure good governance and transparency.

Following their deliberation of the 51 candidates nominated to the position of Chairperson of the board, the Independent Shortlisting Panel identified up to six individuals for consideration for shortlisting.

Ministerial shortlisting panel

Following the further shortlisting by the Independent Shortlisting Panel, the Department of Trade, Industry and Competition established a Ministerial Shortlisting Panel, consisting of:



The Ministerial Shortlisting Panel considered the input of the Independent Shortlisting Panel and whether any other nominated candidates had the requisite qualities to fulfil either role.

Following deliberation by the Ministerial Shortlisting Panel, the following individuals have been short-listed for the position of Chairperson:



In addition to this process, the following individuals have been identified for shortlisting for the additional board member position:



The summary of CVs for the above individuals are attached as an annex to this document in Annexure A and Annexure B respectively.

A list of all the applicants is attached to the this document in Annexure C and Annexure D respectively.

Annexure A: Summary of Candidates for the Position of Chairperson of the NLC

	African	Male	
Current positions:		 Chairperson, Kagiso Tiso Holdings 	
***	 Chairperson, DHL S 	outh Africa	
Previous positions:	 Director-General an 	d Cabinet Secretary,	
-	Presidency (1999 –	2008)	
	 Director-General, O 	ffice of the Deputy	
	President (1996 – 1	999)	
	 Member of the Boar 	d, DBSA (1997 – 2000)	
	 Chairperson, SA Ho 	ousing Trust (1996 – 1998)	
ø	 Commissioner, Inde 	pendent Electoral	
1	Commission (1993 -	– 1994)	
	 General Secretary, 	SA Council of Churches	
2	(1987 – 1994)		
Qualifications:	 Master of Public Administration (Harvard 		
	University 1995)		
	 Masters in Religious 		
1.00	Pietermaritzburg 19	92)	

Prof.	African Female	
Current positions:	 Law Trust Chair in Stellenbosch University Advanced Leaders University (US) (20 	hip Fellow, Harvard
Previous positions:	 Public Protector of 	South Africa (2009 – 2016)
Qualifications: • LLB (Wits 1991) • BA Law (Swazi[and 1987)		1 1987)

	African	Male
Current positions:	Present)	iversity of Free State (2020 Biko Centre for Bioethics
Previous positions:	Law, UNISA (2001 Chairperson, SA Hu (1995 – 2001) Senior Lecturer, Un (1993 – 1995) Director, World Cou	1 – 2015) I Professor of national and Indigenous – 2010) uman Rights Commission iversity of Cape Town

	 Attorney of the High Court (admitted 1996) Ordained Priest, Church of England (confirmed 1983)
Qualifications:	 LLM Labour Law (UNISA 2010) PhD in Religious Studies (UCT1995) Certificate in Theology (Oxford 1983) Bachelors of Philosophy of Religion and Christian Doctrine (University of London, 1982) B.Proc (UNISA 1976) BA Law (UNISA 1975)

Annexure B: Summary of Candidates for the Position of Non-Executive Board Member of the NLC

	African	Female
Current positions:	Justice and Constitute 2019 – Present)	cher, Department of utional Development (Feb
Previous positions:	 Member of the Boar Audit & Risk Comm Resources and Ren Chancellor House F 2017) Member of the Boar Colliery Limited (20) Assistant General Na Regulations and Po Reserve Bank (200) Head of Legal Servi Corporation of Sout 2001) Director: Legal Sup Defence (1996 -199) Practising Advocate 	Manager and Head of licy Division, South African 1 – 2013) ices, Armaments h Africa (Armscor) (1999 – port, Department of
Qualifications:	 (1994 – 1995) LLM (Mercantile Lat LLM (International I LLB (UKZN 1989) 	

	Coloured	Female	
Current positions:	 Trustee, Pioneer For Community Trust (\$ 	e (SANBI) (2018 – Present) bods Education and Sept 2017 – Present)	
Previous positions:	Energy o Member of F Water and E Deputy Chairpersor Chairperson, Unive Council (2006 – 20 Chairperson, Wents 2018) Member of Monitori	Portfolio Committee on Portfolio Committee on nvironment n, WESGRO (2004 – 2010) rsity of Western Cape 10) worth Foundation (2013 –	
Qualifications:	Certificate in Finance School of Finance)	Certificate in Finance (2000 Johannesburg	

	Diploma in Business Economics (1989) Diploma in Business Economics (1989)
•	College of Management, Cape Town)
	 Diploma in Business Management (1988)
	College of Management, Cape Town)

	African	Female	
Current positions:	Accountants & Reginer Present) Member of Legal Consoler African Institute Accountants (SAIC) Member of Audit & Institute Risk Committee of the University of Technology Member of Board of Lotteries Participant Present) Independent member Committee, Financia (Jan 2018 – Present)	A) (Dec 2008 – Present) Risk Committee, Audit & the Council of the Tshwane clogy (Jan 2016 – Present) f Trustees, National ts Trust (Mar 2016 – er of Audit & Risk al and Fiscal Commission t) kecutive director, Reunert	
Previous positions:	 Senjor Lecturer, Un (Jan 2008 – Dec 20 Supervisor, Financia 	O ' I stand Hairenite of Jahranahama	
Qualifications:	PhD (Pretoria curre Master of Commerce		

ANNEXURE C

APPLICANTS FOR THE NATIONAL LOTTERIES COMMISSION (NLC) CHAIRPERSON POSITION

	\$1907/560 PARED ABIVALAS	- 30WW. a	1966 - Politic Constant C 1986 (Sec.)
1	4		African Male
2			African Male
3			White Female
4			African Male
5			Coloured Female
6			African Male
7			White Male
8 1			African Male
9			African Male
10			Indian Male
11			African Female
12			African Male
13			African Male
14			African Female
15			African Female
16			African Male
17			African Male
18			African Female
19		2	African Male
20			African Male
21			Indian Male
22		5	African Female

	COLLEGENATION OF RELEASE	WEST PROMITE A TOWN OF STREET	
23		African Male	
4		African Male	
25	4	African Female	
26		African Male	
27		African Male	
28	*	African Female	~
29	-	African Male	
30		White Male	
31		African Male	
32		Indian Male	
33		African Male	
34		African Male	
35		Indian Female	
36_		African Female	
37	7	African Male	
38		African Male	
39	1	African Female	•
40		African Male	
41		Colored Male	
42		Indian Male	
43		Indian Male	
44		African Male	
45		African Male	
46	1	Indian Female	
47		African Male	
48		Colored Male	

	SURVANDARDEN AUS.	Name :	27 (E) 4 (2) (mill) (1.7) (1.7) (1.7) (1.7)
49			African Male
50			African Female
51	-		African Male

ANNEXURE D

APPLICANTS FOR THE NATIONAL LOTTERIES COMMISSION (NLC) NONEXECUTIVE POSITION

400	RURYAME AND BUTMLS	CENTRA	WAS E
1.	1 St. aut 5 and 1 and 1 and 1 and 1 and 1	Female	Indian
2.		Male	African
3.		Male	African
4.		Female	White
5.		Female	African
6.		Male	African
7.		Female	Coloured
8.		Male	African
9.		Female	Coloured
10.		Male	African
11.		Male	Indian
12.		Female	African
12.	(late application)		
13.	(late application)	Male	African
14.		Male	Indian
15.		Female	Colored
16.		Male	Indian
17.		Male	Indian
18.		Female	African
19.		Male	African
		Female	African
20. 21.		Female	African
∠1.	(late application)	Cinalo	,
22.	(late application)	Female	African
23.		Female	Coloured
24.		Male	African
25.		Male	African
26		Male	African
27.		Male	African
28.		Male	
29.		Male	African
25.			
30.		Male	Indian
31.		Male	Indian
32.		Male	African
33.		Male	African
34.		Male	African
35,		Female	African
36.	-	Female	African
37.		Female	African
38.		i omaio	Ţ - Ŋ
39.		Male	African

MC .	I SURVAGE AND RUIALS	多层外的图像	* SMCE
40.		Female	African
41.		Male	African
42.		Male	African
43,		Female	African
44.		Female	African
7 -7.			
45.		Male	African
46.		Male	African
47.		Male	African
48.		Female	African
49.		Male	African
50.		Male	African
51.		Male	African
52.		Male	African
53.		Male	African
54.		Male	White
55.		Female	African
56.		Male	African
57.		Male	African
58.		Female	African
59.		Female	African
60.		Male	African
61.		Male	Indian
62.		Female	
63.		Male	African
64.		Male	African
65.		Female	Indian
66.	•	Female	African
67.		Male	African
68.		Male	African
69.		Male	African
70.		Female	African
71.		Female	Coloured
72.		Male	African
73.		Male	Indian
74.		Male	African
75.		Female	African
	(late application)		
76.		Male	African
77.		Male	Indian
78.		Male	African
79.		Female	
80.		Male	African
81.		Female	African
82.		Male	African
02.		1,11010	. 0110011

TEDATEM AT MANAGE MEACTING AND THE PARTIES AND BACK ORIGINAL CONTRACTOR AN

- Veterinarian. Masters in Business Administration, Bachelor of Veterinary Medicine and Surgery. Currently owner and founder of TLC Health Solutions and previously the Managing Director of OBP, CEO of South African Weather Services, State Veterinarian, Eastern Cape Provincial Government and Business Development Manager at Pfizer Laboratories, Pty Ltd.
- 2. PhD in Animal Breeding and Genetics, Masters in Business Leadership, Masters in Agriculture. Currently serving as the Head of Department and Professor at the Tshwane University of Technology since 2013 and a Director at Agri Development Solutions and Ozone (Pty) Ltd.

Recommended candidate for appointment is

经验收额股票

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- 1. Served as the Head of the Department of Finance Operations at the South African Airways; Senior Specialist Group Finance, SA Express Airline, Head Group Finance at ThyssenKrupp Engineering and CFO at Brevity Trade 12.
- A Chartered Accountant (CA). Currently serves as member of various Audit Committees including CIPC, SA Weather Services. Previously served as Acting CFO and MD of Pikitup, City of Johannesburg; Group CFO at Primedia Sport (Pty) Ltd, CFO at Broadband Infranco, Finance and Commercial Director at Motorola Sub-Sahara Africa

Recommended candidate for appointment is Ms Nona Sonjani, 34 years, African Femal

CAT BEASSIEM S. T. LAW

- Associates. Previously Rights of Appearance in the High Court of South Africa, Attorney at the Legal Board of South Africa, Express Branch for Scorpion Legal Protection, Attorney on the Workers Life panel, Clientele Legal, Alfred Duma Local Municipality, State Attorney, Ladysmith Association of the Aged. She is also a certified Mediator and Commissioner for Ladysmith Small Court in.
- Advocate LLB Degree and B Proc. Currently an Advocate at Bisho Society of Advocates; Legal Administration Officer at Regional Land

Claims Commission and Candidate Attorney at Mlonzi & Company INC.

Recommended candidate for appointment is MsKribashni Naidoo. 37 years, Indian Female

三部的国际国际国际国际 15808645 Master in Business Administration and Honours Mr¶ Degree in Human Resource Development. Currently serving as the Head / Divisional Manager, Human Capital at Companies Intellectual Property Commission and the acting CEO of the National Libraries of South Africa. Previously Head: Human Čapital at Johannesburg Roads Agency, General Manager Human Resources at Great North Transport and Executive Manager: Corporate Services at Health and Welfare SETA. Masters Degree in Human Resources Management and Honours in Social Sciences. Currently employed as the Executive Director: Human Resources at the University of Kwa-Zulu Natal. Previously served as Senior Director: Human Resources and Development, Mangosuthu University of Technology, Director Human Resources and Management at South African Human Rights Commission and Head of Human Resources at SADTU. Recommended candidate for appointment is Mr Lufuno Nematswerani. 61 years, African Male 发1°50.0833 多。 我的女孩明白似了样 A Chartered Accountant (CA) and Honours in Accounting. Currently a Director at Fraudsmiths (Pty) Ltd. Previously served as a partner at Bowmans Gilfilian responsible for Executive Investigations; Director at Fraudsmiths (Pty) Ltd, Senior Manager at Sizwe Ntsaluba Gobodo, Internal Auditor at Wheels of Africa (Pty) Ltd, Financial Accountant and Internal Auditor at National Sorghum Breweries. B-Tech in Internal Auditing and a National Diploma in Internal Auditing. Currently the Chief Executive Officer and owner of Veritos Consulting since 2008. Previously Internal and Forensic Audit Manager for Internal & Forensic Audit Manager for Price Waterhouse Coopers. 46 years. Recommended candidate for appointment is Coloured Female. AT BEDDAY IN CORFORATE COMPENNATOR

- Executive Chairman and CEO of ANSANCO Management Consultants; Audit Committee member of the Department of Agriculture, Land Reform and Rural Development. Previously Chairperson of former DAFF Risk Committee, CEO of Perishable Produce Export Control Board (PPECB), Acting CEO of Agricultural Research Council (ARC). He also previously served as member of the Risk Committee of the Department of Agriculture, Forestry and Fisheries.
- Business Administration, Masters of Science in Electronics. Currently Executive Director of International Business Research. Previously Chief Risk Officer at Central University of Technology, Director: Information Technology at HSRC, Chief Operating Officer, Chemical Industries SITA Director, Senior Manager Financial Management Systems at Department of Finance and Economic Affairs

Recommended candidate for appointment is Mr Luvuyo Mabombo. 51 years. African Male

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- 46 years, African Male
 34 years, African Female
 37 years, Indian Female
 51 years, African Male
 46 years, Coloured Female
 51 years, African Male
 Current OBP Chief Executive Officer (as per OBP Act)
- 4

Gender :

3 Females and 3 Males (50%)

Demographics:

1 Indian Female, 1 Coloured Female, 1 African Female, 3

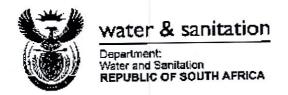
African Male

MIRECULA CALCARY CALCARD ON THE PARKED

The selection committee based on the current challenges experienced by the OBP and the need to have a strong individual with experience in leading Boards and its committees to lead the Board of the company, it resolved to present the following three recommendations for consideration for position of Chairperson of the OBP Board:

1. (Recommended Chairperson)

1 To



SELECTION PROCESS FOR THE APPOINTMENT OF BOARD MEMBERS OF THE AMATOLA WATER

TERMS OF REFERENCE FOR THE SELECTION PANEL

Introduction

Amatola Water is a water services provider that operates in the Eastern Cape Province to act within the areas that are proclaimed in the Government Gazette No. 18409 of 14 November 1997.

The Water Services Act of 1997 is the enabling legislation which gave effect to the establishment of the Amatola Water whose primary function is the provision of water services (water supply and sanitation services) to other water services institutions (water services authorities, water services providers) within its area of competency.

Section 29 and 30 of the Water Services Act directs the mandate of Amatola Water amongst other to he'

- a) The determination of policy and exercising of oversight on water services providers,
- b) The running bulk water infrastructure projects,
- c) The collection of revenue.

In addition to its mandate, Amatola Water has a strategic developmental role namely, to contribute to national government's broader objectives and growth stimulation towards the furtherance of the ideals in the National Development Plan.

Section 35(3) of the WSA, states that when appointing members of a water board, Minister must have regard to:

- (a) the objects of the water board;
- (b) the need for the board to be representative of
 - the water services authorities to which it provides water services;
 - the other interests served by the water board; and (ii)
 - the broad population;
- (c) the expertise required for the board to function effectively; and
- (d) the desirability or otherwise of executive employees being members of the board.

According to Public Finance Management Act (PFMA), 1999, the Minister is the executive authority of the national public entity with ownership control over such entity. PFMA defines ownership control as "the ability to exercise any of the following powers to govern the financial and operating policies of the entity in order to obtain benefits from its activities:

- a) To appoint or remove all, or the majority of, the members of that entity's board of directors or equivalent governing body;
- b) To appoint or remove that entity's chief executive officer;
- c) To cast all, or the majority of, the votes at meetings of that board of directors or equivalent governing body; or
- d) To control all, or the majority of, the voting rights at the general meeting of that entity.



The Minister of Human Settlements, Water and Sanitation has appointed a Selection Panel (Table 1 below) to support the process of selecting suitable Board Members for the Amatola Water. The term of office for Board members of the Amatola Water shall be for a period of four (4) years renewable for three (3) consecutive terms.

The following are the members of the Selection Panel:

Table 1: Members of the Selection Panel

NO.	NAME AND SURNAME	PROFILE	POSITION ON THE SELECTION PANEL
1. ¶		Portfolio Committee on Human Settlements, Water and Sanitation (Chairperson)	Chairperson
2.		Advisor to the Minister of Human Settlements, Water and Sanitation	Member
3.		Acting Director-General: Water and Sanitation	Obsever
4.		Mr Singh is a Deputy-Director General for Water Sector Regulation, responsible for Entity Oversight in the Department of Water and Sanitation.	Member ·
5. (Ms Makhanya is the Eastern Cape Provincial Head at Department of Water and Sanitation.	Member
6.		A person representing the Province to be nominated by the office of the Premier.	Member

Role of Selection Panel:

The Selection Panel will provide strategic guidance, support and advice to the Minister on suitable persons to serve on the Board. They shall serve and perform their role with independence and objectivity. The Selection Panel will shortlist candidates, interview the selected candidates and ensure that all candidates have an equal opportunity during the shortlisting, interview and thereafter do the final shortlisting of candidates to be recommended to the Minister for appointment.

The final list to Minister should not be more than twenty (20) candidates and this will give Minister a broad selection for final appointment before submission to Cabinet for consideration (see template attached as **Appendix 1**).

The Selection Panel shall provide three (3) candidates per each category/skills set. The Selection Panel shall motivate for the Chairperson and Deputy Chairperson and shall provide three (3) names for the Minister to make a decision. The Selection Panel shall prepare the report, including a full motivation for each candidate and submit the final recommended candidates to the Minister

2.1 Specific Deliverable of the Selection Panel:

- To submit to the Minister a list of twenty (20) preferred candidates (with a full motivation for each) that qualify as Board Members.
- To recommend and motivate to the Minister at least three (3) suitable candidates to be considered for Chairperson and Deputy Chairperson.

• To submit to Minister a full report (signed and endorsed by all members) detailing the whole process and the recommended candidates.

2.2 Confidentiality

Members should ensure confidentiality of the process. In respect of the COVID-19 regulations, the Selection Panel will meet through a virtual platform. The summary of the nominations and CVs of the nominated candidates will be sent to the Selection Panel through email, two days before the date of the meeting.

A confidentiality form will be circulated to the Panel Members for their signatures.

2.3 Governance of the Selection Panel

The Selection Panel shall be convened and chaired by Chairperson as appointed by the Minister. The Selection Panel reports to the Minister. In the absence of the Chairperson the Director-General may after consultation with Minister appoint the Deputy Director-General: Water Sector Regulation to chair the meeting.

2.4 Reimbursement

The circular 2018 and 2019 published by National Treasury on Remuneration of non-official members: Commissions and Committees of Inquiry & Audit Committees states that employees of national, provincial and local government or institutions, agencies and entities of government are not entitled to additional remuneration. In line with the above, the National Treasury has published the rates as follows:

	Commission of Inquiry		Committee of Inquiry	
Members	Per day	Per hour	Per day	. Per hour
Chairperson	R 5230	R 654	R 4317	R 540
Ordinary members	R 3688	R 486	R 2619	R 327

Public servants will not be paid unless they have taken leave from their employment for the day of the short-listing and declare to their Human Resources of their appointment on the Selection Panel (a copy of the letter must be sent to the Department of Water and Sanitation).

3. Meeting procedures

3.1 Secretariat

- The Secretariat will be provided by the Department under the DDG: Water Sector Regulation.
- The Secretariat shall take overall responsibility for coordination of meetings, preparation of agendas, minutes and documents for the meetings. This will involve liaison with members on agenda items etc.

3.2 Meetings

- · Meetings will take place as scheduled by the Chairperson.
- The venue, time and date may be changed on request of a majority of the members.
- Additional meetings may be scheduled by the Chairperson in the event of him/her identifying important matters for discussion, which in his/her opinion cannot wait until a scheduled meeting takes place.

- The notices of the meetings and documents including Draft Agenda items will be circulated through email at least three (3) days before the meeting.
- Requests for agenda items should be lodged with secretariat at least five (5) days before the meeting.
- Apologies of absence should be sent to secretariat in writing five (5) days before the meeting.

3.3 Quorum

The quorum will consist of half the number of Panel Members plus one (50+1).

4. Termination of Panel Membership

- The following specific reasons will be considered to be sufficient for the termination of the services of a Panel Member:
 - Absent from three (3) meetings without an apology;
 - Making any public statement as a member or behaving in a manner that can or will embarrass the Minister or the Department or other members;
 - Divulging any confidential or embargoed information before due or publication dates or deadlines; and
 - Involved and found guilty of any criminal, fraudulent or illegal activity which may, inter alia, emanate from activities of the Panel, its Members or the Department.

5. Dispute Resolution

If the Panel Members cannot reach consensus, a decision will be taken through voting. The Chairperson is excluded in the voting process, however, in the case of a tie, the Chairperson will cast the deciding vote.

6. Principles:

- 6.1 **Skills based:** The Board of the Water Sector Entities are predominantly expert based board and therefore members shall be selected based on experience, knowledge and expertise of the water and related sectors.
- 6.2 Independent thinking: The members of the Board should be independent thinkers who can analyse and articulate the issues at hand and be able to provide strategic direction to the Board and the Minister.
- 6.3 Transformation: The members of the Board should have the interest of South Africa at large and in particular the passion for developing the water sector and commitment to the **broader** transformation agenda of government.
- 6.4 Credibility: The members must have credibility with a good reputation and be people of good standing in their respective areas of expertise or the sector.
- 6.5 Availability: The members should be available, be prepared to serve, dedicate time to read the documents and give strategic input.

7. Criteria for Board Member Selection:

The following criteria serve as a guideline and are to be applied as far as possible without jeopardising selection of the strongest or most appropriate nominees.

7.1 Appropriate skills set

Skills profile of the proposed Board is balanced and consists of the following set of skills:

- Information Technology;
- Business Development;
- Finance, Audit and Risk;
- Human Resource, Ethics, and Legal;
- Research and Innovation; and
- Demonstrate leadership and Corporate Governance experience.

7.2 Mix of the old and new board members

To ensure continuity it is recommended that a maximum of 40% of the recommended candidates by the selection panel are old / current Board members.

7.3 Succession plan

The age profile ranges to be considered between 30 and 65 years old.

7.4 Gender representation

A least 50% women representation should be considered.

7.5 Race representation

Race should be considered.

7.6 Sector spread

Sectors should be from within the water services and water resources.

Exclusions

In short listing of the candidates the following are excluded:

- DWS officials will be excluded because the Minister is the shareholder but other government officials can be considered.
- Former employees of the Entity who have left the employment less than three (3) years.
- Old Board members who has served three (3) consecutive terms of four (4) years each.
- Those who are not South African citizens.
- Those who provided incomplete information.
- Those who do not have extensive experience (5 years) in the water and sanitation sector and related sectors or in corporate governance.
- Late applications shall be excluded.
- No signed proposer and seconded shall be excluded.

9. Conclusion

We thank members of the Selection Panel for agreeing to be of service to the country.

Location		Eastern Cape	
Experience	MENT	Head of Department and Accounting Officer – Department of Economic Affairs, Environment and Tourism, Chief Director: Strategy – Department of Social Development, Managing Director –	Dimensions Development Network consulting, Senior Manager. Financial Management Training – Eastern Cape Provincial Treasury, Programme Manager. Community Development Planning – Eastern Cape Socio Economic Consultative Council, Training Manager: Local Government – Afesis Corplan – Urban Sector Network. Deputy Chairperson – Eastern Cape Youth Commission
Qualification	BUSINESS MANAGEMENT	Municipal Finance Programme, Executive Development Programme, MPhil in Sustainable Development Planning, BA in	Politics and Development Administration, Certificate in Project Monitoring and Evaluation, Certificate in Public Management
Gender		Σ	
Race		African	
Name			
§ ≥		128	

Location		Gauteng	Gauteng
Expertence		She has vast experience in Legal, Governance and Public Service. Currently serves at Tshwane University of Technology Council. Previously serving as a board member at NSFAS, ICASA, Cathsseta, USAASA.	Delegate and Presented a paper at International Woman's Conference held in Johannesburg to draw suitable arrangement for Woman Empowerment in the new Constitution, Delegate on International Conference on models of land redistribution held at Sabie River - Preparing draft clause for property rights in South Africa's interim constitution. Nominated to the technical committee at the World Trade Center responsible to determining South Africa's Flage and National Anthem. Appointed by the Minister of Land Affiars and Agriculture as an an expert on a panel to advise on impact of foreign land cwneship in South Africa. Developed CARS part (08 for South African Civil Aviation Authority. Leader-Transformation of Law Society of the Cape of Good Hope. Appointed by National Heritage Council to a panel to resolve a conflict about the Statue at Duncan Village East London. Appointed Safa Board Chairing Audit Committee. Chairperson: Black waters Association (EC Province), Chairperson: South African National Energy Development Institute, Director: Border Cricket, Deputy Chair-Sociation: Sefa Audit Committee.
Qualificátion	LEGAL EXPERTISE	LLB - University of KwaZulu-Natal B Juris - Walter Sisulu University	B Proc, LLB, Hounors in Business Management & Administration, Attorney of the High Court of South Africa
Gender		ш	L.
Race	12	African	African
Name			
So		125	

African Methons Diploma Public Management Organisation Expendence (Management Coparation Deportment and Expendence Administration Diplomater Diploma Public Management Organisation Deportment and Expendence Administration Methods of Publication Deportment Organisation Deportment and Expendence Administration Methods of Publication Deportment and Public Management Organisation Deportment and Expendence of Publication Deportment of Management Organisation Deportment and Publication Deportment of Publication Deportment Office Deportment Office Deportment Office Deportment Office Deportment Office Deportment Office Deportment Deportment Office Dep				T T		
African Masters Public Administration, National Higher Diploma: Public Managament, Doctor of Philosophy: Public Managament and Governance Philosophy: Public Managament and Governance Diploma in Marketing, Higher Diploma in Education, Bachelor of Arts, MBA (Current) TRADITIONAL LEADE! TRADITIONAL LEADE!	Location	KwaZulu-Natal		Eastern Cape		Eastem Cape
African Adrican Master's Degin Managerrand, Philosophy: Pand Governand Adrican Adrican F Diploma in Ed Arts, MBA (Culture Adrican M Bachelor of Philosophy: Pand Governand MBA (Culture Adrican MBA (Culture Adrican MBA (Culture Adricature Adricature	Ехрелепсе	Policy formulation, Employee Performance Management, Organisational Development and Evaluation, Human Resources Administration, Labour Relations, Manage Corporate Services, Manage Human and Financial Resources		Project Management, Strategy –UCT Business School, Business Writing Skills, Pitching to Win Training, CSI training sponsored through ABSA, Risk and Audit Training, Effective Course for Managers, Pit to Port Training, Customer Engagement Workshop, Aberkyn Program (Netherlands. Council Member at EastCape Midlands College (FET College), also serves on the 2 committees, HR Committee – advise the college on HR issues, Board Member of Mandela Bay Development Agency (MBDA), Chairman of REMCO, Risk and Audit Committee – risk mitigation on finances, legal issues, Board Member – Eastern Cape Liquor Board, Used to be an advisor to the then CEO of the Fort Hare Foundation, Member of Vision 4, Deputy Secretary of the Province – PPF	ERS	Pastoral work – ensure general wellness/spiritual life of church members, counselling, reconciliation, mediation, promotion of social justice. Teaching and holistic development of fearners, economic use and storage of water. Deputy Chairperson of Amatola Water (interim Board), President of Southern Africa Young Men's Guild (2019-2021), Chair Resolution Committee (2019-2022)
African African African African		National Diploma: Public Administration, National Higher Diploma: Public Administration, Master's Degree Public Management, Doctor of Philosophy: Public Management	and Governance	Diploma in Marketing, Higher Diploma in Education, Bachelor of Arts, MBA (Current)	TRADITIONAL LEADE	Bachefor of Philosophy in Bible Interpretation, Diploma in Theology, Bachelor of Arts Hons Development Studies, Bachelor of Agriculture
Name A A A	Gender	Σ		u.,		Σ
> 0 67	Race	African		African		African
33 . Se	Name					
	2 ငိ	132		133		99

ANNEXURE B: ADDITIONAL SUPPLEMENT LIST DEVELOPED BY THE MINISTER'S ADVISORS

Parties Part					
ENGINEERING AND CONSTITUTE OF THE PROPERTING AND CONSTITUTE OF THE PROPERTING Electric, BSc Engineering Electric, BSc Honours Maths, BSc, Secondary Teachers Diploma HUMAN RESOURCEE HUMAN RESOURCEE This and Master's in Public Administration, Bachelor of Artis African African Bedened Strategio Management Programme, Advanced Strategio Management Programme, Masters in Business Administration [MBA], B Com Degree: Majors - Business Management and Marketing, Geology Diploma	Location	Eastern Cape		Eastern Capa	Gauteng
African Master Bechek B		Electric Engineer - Water Recovery growth at SASOL, Engineering Technical Advisor/ Manager with Hawker Siddeley - Medium Voltage Transformer Switchgear Manufacturing Company, Project Engineer (Electrical systems) at Pebble Bed Modular Reactor Project (PBMR), Electrical Engineering at Gold Fields Mining Services, Project Engineering Manager at Gold Field Mining Services, Senior Electrical Engineer - SNC Lavalin. Roan Tailing Project in Democratic Republic of Congo.	83	Mayor – Ngcobo Local Municipality, EDO Department of Education – Ngcobo District, ABET District Coordinator, Educator, Head of Department – Falo SSS, Coffrovaba. Served as a board member of the Housing Development Agency.	Production, Organisational Development, Trade Facilitation – Intra-Africa and Regional Integration, Programme and Project Management, General Management Operations, Development of feam compacts and pecking order, Coaching and Mentoring – personal mastery, Collaborative approach and principles – focus on enhancement of feam strengffis, Leadership archetypes – focus on team development through structures "Think Tank"
African African	Qualification	MSc Engineering Electric, BSc Engineering Electric, BSc Honours Maths, BSc, Secondary Teachers Diploma	HUMAN RESOURCE	Master's in Public Administration, Bachelor of Education, Higher Diploma in Education, Bachelor of Arts	Doctoral Degree - currently deferred, Global Executive Development Programme, Advanced Strategio Management Programme, IRSMI Menagement Development Programme, Masters in Busíness Administration [MBA], B. Com Degree: Majors - Busíness Management and Marketing, Geology Diploma
Name.	Gender	Σ		Σ	ш
	Race	African		African	African
130 Ro	Name				
	 	130		127	원 전

Location	Eastern Cape
Experience	Leadership and management, successfully implemented various management disciplines which include: Strategic Management, Knowledge Management, Knowledge Management, Knowledge Management, Advanced financial Analysis, Project Management, Hurnan Capital Management, Change Management, Risk Management, Stakeholder Management, Risk Management, Stakeholder Management, to communication Management, Innovations Management and the management of operations to mention a few. Currently a member of the DTI Minister's Advisory Board, a Trustee of the Eyabantwana Trust, currently Board member of the World Association of Girl Guides and Girl Scouts, an ordained Minister serving in the Anglican Church of St Saviours, Chaliperson of the Finance Committee St Saviours Parish.
Ovalification	Master's degree in Business Administration (MBA) Degree, Honours Bachelor of Commerce and Bachelor of Commerce
Gender	LL.
Race	African
Name	
े €	€

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Location			Eastern Cape	Gauteng	
Experience	member Mhlathuze Water Buard (2018), Advisor to the Technical Committee National Nuclear Regulator (NNR) (2017 to date), Board member Water Research Commission (WRC) (2016 to date), Interim Board member Zenzele TDC, Subsidiary of SEDA (2015 – 2016), Council	Метьег Water Institute of Southern Africa (W(SA)) (2010-14).	Groundwater Scientist and World Islamic Economic Forum Global Young fellow with extensive international exposure. Worked and trained in multiple research labs globally. Creative problem solving, Project Management, Research, Leadership, Quality Assurance and Control, Geophysics (Potential fields), Policy development, Training, Hydrogeology, Laboratory work. Board member. Anserine Trading and Investments (2010-2016), R.A.N trust (2012 – 2016)	Various economic industries of the Agricultural Sector for the last twelve (12) years, Have a clear understanding of the dynamics and challenges facing the development in the Agricultural and Water sector as a key economic driver of the rural economy but at the same time and have acquired knowledge on prospects and challenges facing other sectors of the economy as well. Board member at Grain Farmer Development Association (GFADA) (2011 - 2016), Abenzi Investments Holdings, (2012 -2014), Mohair Empowerment Trust, (2009 - 2017)	
Qualification			BSc Environmental Science, BSc (Hons) Environmental Science, MSc Environmental and Water Sciences, PhD Geology (Geophysics) (graduated)	PhD Sustainable Agriculture (Todate), Masters in Sustainable Agriculture (MSA), Masters in Business Administration (MBA), Bachelor of Technology in Agricultural Management, National Diploma in Farm Business Management	BUSINESS MANAGEMENT
Gender			∑	≥ .	
Race			Indian .	Affican	
Name		<u>.</u>			
∂≗			98	44	

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		5		-	i.
Location	Eastern Cape			Eastern Cape	Eastern Cape
Experience	Tourism Development, Resolution of disputes in terms of Customary Law. Acting Chief: ImiDushane Traditional Council (2016 to date), Chairperson: ImiDushane Trust: (2016 to date), Deputy Chairperson: Buffalo City Local House of Traditional Leaders (2016 to date), Board Member: Noera Macadamia Farming Phy Ltd (2016 to date), Board Member: Macadamia Skilis Academy (2016 to date).		Has 20 years management experience as a practising attorney and conveyancer. He is qualified in risk management, governance and studying compliance management. Has worked as acting Magistrate. Serves as a Commissioner of small claims Court. He served in several Boards as a Chairperson, Board member and in Audit Committees, Interim board member at Amatola Water, Presiding as chairperson in Property Valuation Appeal Board, serves in as a member of Human Resources and Remunerations Committee.	Has rich experience of oversight of the public service, financial oversight, and performance management experience, knowledge of the PEMA, Treasury Regulations knowledge and understanding of KING IV: Code of Good Governance principles. Previously served as a Member of the Executive MEC for Health, Member of the MEC, Chief Whip of Majority Party, Legislature Programming Committee, and Deputy Chief. Currently serving as an interim Board of Amatola Water.	Over 8 years of experience in local and national government, experience in public sector operations and relevant legislation and
Qualification	Judicial Skills for Traditional Leaders, World Tourism Organization Practicum Diplome, Certificate in Marketing Management, Honours in Sociology	LEGAL EXPERTISE	B Juris and LLB Post Grad, an admitted Attorney and a Conveyance. Member of Black Lawyers Association,	Cert of Completion on Infergovernmental Relations Training course, MPA e, Diploma Political transformation and Good Governance, BA, Teachers Diploma	11B, Honours BA, BA International Political Studies
Gender	LL.		Σ	×	L
Race	Aftican		Affican	Affican	African
Name					
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Location	Eastern Cape	Gauteng	Eastern Cape	Eastern Cape		Eastern Cape
Experience	Analytical skills, Strategy development, Policy formulation, Numeracy Skills, Service Excellence, Leadership Skills, Decision making, Negotiation skills, Communication skills. Interim Board Member at Amatola Water.	Research & Development, Governance, Water Resource, Management Project Management, Municipal Infrasfructure Planning	Deputy chairperson of SACCAWU in the Eastern Cape, Supervisor at Transkei Road Transport, Whippery at Eastern Cape Legislature from 2009-2014, Member occupying intelligence committee, local government committee, petition and executive undertaking from 2014–2019. Interim board member at Amatola Water, ANC Regional working committee for two terms.	Oversight of internal controls, financial statements and integrated reporting, risk management oversight, ethics, and integrity, performance management and information and communication Management. Strategic direction of the company, full and effective control of the company. Board member. Anatola Water Board; Minquina Local Municipality.	RS	Leadership (Chief of AmaBhele Traditional Community), Educator and Project Management. Board Member at Amatola Water (2009 - 2016), Board Member at Nompumelelo Hospital (2007 -
Qualification	Second year Bachelor of Laws Degree, Delegate at the Project Management Programme, Postgraduate – Higher Education Diploma, Bachelor of Arts Honours, Bachelor of Arts.	B Com (Ed), Post Graduate Masters Diploma in Human Resources Management, BCom (Hons) Development Studies, MPhil Integrated Water Resources Management	Certificate in Human Relations, National Diploma in Computer, Advanced Project Management, Intelligence Course, Advanced Governance and Public Leadership	Master's Degrae in Management; Diploma in Labour Law; Bachelor's Degree in Social Work	TRADITIONAL LEADERS	Secondary Teacher's Diploma, Sport Management, B.A. Degree
Gender	L	ட	L	ь.		Σ
Race	African	African	Aftican	African		African
Name						
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transport

Transport REPUBLIC OF STAUTH APSHOA

SERVE ON THE BOARD OF THE GROBAR DITLINROAD DAPPATION FOR NOWINGOUS OF PERSONS TRANSPORT AGENCY IC BIGG. The Cross-Border Road Transport Agency is a restoned public feltity esteblished in terms of the Gross-Border-Road Transport 24, 1999 (Att ordinated advice, regulation, facilitation and law evitationient in respect No. 4 of 1898). Its mandate is to provide the operative smillion of cross-border med brinsport by the public and private sector.

of cross-border road transport by insuling permits a undertaile beging the establishment of policies the establishment of policies. and consultative relationships and shrightness between potencian private. The Agency has a Board, whose function is to advice the Minister dysamy. espect related to cross-horder road transport policy. Fregulate access, to the market by the road transport freight and passers or Indially fracing sector institutions with an interest in cross-burder residing any The Board strait have variances which will strain with prifecutions the land Separation 2019, due to early of the term of office of filianchers of the Board. The Board serves for a period of three years and is accordinate to the Minister of Transport. In terms of the Act, the Minister of Transport. In terms of the Act, the Minister of Transport is required to appoint not more than eight other members, of whom not more 5

- · two mambers must be appointed on the account of their expects of
 - two must be appointed on account of their expertee. In cross-border cross-border road transport of freight; and road transport of passempars
- the other Board must knot de members who have legal knowledge and relevant expertes in corporate povernance, including majorial.
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are knowledgeable about the cross-tonder road handport industry. Including tabour matters. Mentbers of the public are hareby invited to nominate persons who have

the required knowledge, expertise and experience to serve on the Board,

Norminations must contain the full name and address of the interested perfes making the nominations, a signed acceptance of the pointingion by the nomines, ID copy and Curriculum Vise of the nomines providing. amongstothers, the candidate's;

- Full name and gender
- Correct address, lateratoria and fax numbers and e-mail address in Prantons experience and relevant expenties, quoting datas and consultations consultations.

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- - Organisations concerned · Academicqualidadors
 - Other Board inerthorship

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The normination must be forwarded to: The Disector Garagia, Delegations of Transport

The closing date for the nominations to 19 July 2019

Nominations most variation the closing data yell posture

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transport

REPUBLIC OF SOUTH ACTOCA Population in

INVITATION FOR NOWNATIONS CHARGONS TO SERVE ON THE BOARD OF THE FAILWAY SATETY REGULATOR

The Railway Sarety Regulator is a national public entity established in terms of the National Railway Safety. appropriate support, monitoring and enforcement, garded. by an enabling regulation framework, including regulations. oversee and promote selfe rallway operations through Regulator Act, 2002 (Act No. 16 of 2002). Its mandate is to and safety standards.

The Regulator has a Board, whose function is to ensure that the Regulator stuyes to additive the objectives described this Addang sections of the Regulator control over the properties of the Teaming of the functions of the Regulator. the Act and exercise general control over the of the functions of the Regulator.

Stills, expertise of experience in mattersagaryelming the Railway Industry, Railway Operators, Transport Labour Nominations are invited from persons with qualification Safety and Security.

Nominations must contain the full name grid gauses and the tradected parties, making the communitations in stigning the communitations in stigning the communitation of the communitation by the noting the copy when Cuffictum Miss stiffs nomined providing amongst put engage. Nominations must contain the full name and that

- Full name and gender
- Confact address, telephone and fax numbers and A STATE OF THE PARTY OF THE PAR e-mail address
 - Pravious experience and relevant expenses on our provider of dates and organisations concerned Other Board membership(s) Academic qualifications.

The northination must be forwarded

Closing date for nominations: 19,101y 2019

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transport

Transport REPUBLIC OF SOUTH AFRICA

ANY PATION FOR NOMINATIONS OF PERSONS TO SERVE ON THE BOARD OF THE SOUTH AFRICAN MARITIME SAFETY AUTHORITY (SAMSA)

ships in the marine-environment, and to promote South Africa's The South African Martine Safety Authority (SAMSA) is a national public entity established in forms of the South African Maritime Safety, Authority, 1998 (Act No. 5 of 1998). Its mandate is to ensure safety of life and property at sea; prevent and combat pollution from mantime interests.

Actions everyone il authority and control over the financial social management of the entity. The Board serves that the entitivistives for the achievement of the objects outline in the to a period of unree, years and is accountable to the wantster of SAMSA has a Board, whose Rittichars is to ensure, amongst others. .:: 633 1 Oddor

The Beardhas vacances, which the Minister of Transport would like to fill.

Postons with sulable expertise in the Shipping Industry or Martimes. Business Wanagement, Legal. (specializing in Nartime. Law). China of the Act, the Minister of Transport is required to appoint Organised Labour in Martime. Interested parties are hereby invited to nominate suitable persons who fit the requirements to fill in the vacancies within the Board. Nominations must contain the full name and address of the interposed parties making the hominations, a signed acceptance of The nomination County and Cumpulum Vitae of the nominee providing an anglighters, the candidates.

・ Euli name artugende Contactadules: (eleptione and fax numbers and e-mail address Trovions 知知の所定を知可下を知すfax numbers and e-mail address Sport Receipt relevant expertise; qualing dates and reform concerned 14 K 15 C 18 C Panego.

Other Board mentionship codemic quantitations

to: The Director-General The nomination must be torwarded Department of Transport. attention

Closing date for nominations, 19 July 2019.

ě Nominations received after the closing date will not



MINISTRY COMMUNICATIONS AND DIGITAL TECHNOLOGIES REPUBLIC OF SOUTH AFRICA

Private Sag X880, Pretoria, 0001, Tel: +27 12 427 8270 Pak: +27 12 427 8115 Private Bag X 9181, Cape Town, 8000 Tel: +27 21 489 5223 Page 427 21 482 1848

URL: http://www.dedt.gov.zg

Department of Communications and Digital Technologies

The Department is an equal opportunity department and the Department's intention is to promote equity through the filling of these posts.

NOTE: Applications must be submitted on a Z83 Form, obtainable from any Public Service department and should be accompanied by a recently updated comprehensive CV and certified copies not older than six (6) months of <u>all</u> qualification(s), and ID document.

The successful candidates must disclose particulars of all registrable financial interests and sign employment contracts within one month from the date of assumption of duty. Performance Agreements must be concluded and signed within three months from the date of assumption of duty.

Note: Applications received after the closing date will <u>not</u> be considered. <u>Faxed or e-mailed applications will be considered</u>. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. All qualifications are subject to verification. Due to the large volumes of responses anticipated, receipt of applications will not be acknowledged, and correspondence will be limited to short-listed candidates only. All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment using the mandated DPSA SMS competency assessment tools. All shortlisted candidates will be subjected to personnel suitability checks and the successful candidate will have to undergo a full security vetting. All applicants must declare any conflict or perceived conflict of Interest and must disclose membership of Boards and directorships associated with. The successful candidate also has to disclose annually his/her financial interest. If you have not been contacted within three (3) months of the closing date, please accept that your application was unsuccessful. Please note that CV's submitted will be destroyed after the three (3) months period. The Department reserves the right not to make appointment(s) to the advertised post(s). Candidates, whose appointment/promotion/transfer will promote the achievement of amployment equity within the Department, will receive preference.

CLOSING DATE: 10 July 2020

POST: DIRECTOR-GENERAL: COMMUNICATIONS AND DIGITAL TECHNOLOGIES (6 YEAR CONTRACT)

SALARY:

An all-inclusive package of R1 978 533 per annum and a 10% non-pansionable HoD allowance

CENTRE:

Pretoria, Hatfield

REQUIREMENTS:

A comprehensive understanding of public policy, preferable in the ICT sector, and proven knowledge of the dynamics of the new converged environment, backed by an undergraduate and post/graduate qualifications up to NQF level 8 as recognized by the South African Qualifications Authority (SAQA). Applicants should have 8 to 10 years of experience at a senior managerial level (at least 3 years of which must be with any organ of State as defined in the Constitution, Act 108 of 1996) as well as the successful completion of the Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on All Sector, its policies and how they are impacted on by global development will be an added advantage. COMPETENCIES: Extensive knowledge of the Public Service Regulatory Frameworks and the Public Finance Management Act, Supply Chain Management and other relevant prescripts. Sound knowledge of ICT regulatory environment. Sound financial and economic monitoring/analysis capabilities, and proven change management abilities. Advanced knowledge of management and service delivery innovation, problem solving skills and analysis attributes. Be client and customer orientation. Excellent communication skills, both verbal and written. Analytical thinking and research skills. Strategic thinker / feader / manager who can operate at various levels and in a complex stakeholder environment. Sound knowledge of the political economy of the ICT sector.

DUTIES:

Reporting to the Minister, the Director-General will be responsible for providing strategic leadership and direction in delivering the mandate of the Department. He/she will: Provide overall strategic leadership of the department to achieve the strategic goals and outcomes of the department. Act as the Accounting Officer of the department in ensuring that the resources allocated to the department are optimally used to achieve the strategic objectives of the department. Coordinate and facilitate an affordable broadband access throughout the Republic, particularly in under-serviced areas (rural and townships) in line with SA Connect. Coordinate and facilitate the implementation and completion of BDM. Facilitate and coordinate the development of an inclusive information society and knowledge economy through the comprehensive estrategy. Ensure that all the State-Owned Companies (SOCs) under this department function optimally and deliver on their respective mandates and where necessary they are rationalised in line with the recommendations of the Presidential Review Committee. Facilitate and iCT sector in the Republic, Ensure that there are effective and integrated policies to drive the growth of this sector in South Africa.

ENQUIRIES:

#7 12 421 7100, Ms Tania Beukes +27 12 427 8284

Knowledge of project management practices. Knowledge of business practices and processes **Competencies Required:** Strategic capability and leadership, financial management, problem solving and analysis, people management and empowerment, project management, knowledge management, change management, service delivery innovation.

DUTIES:

Reporting to the Senior Research Expert on 4IR, the successful candidate will be responsible for conducting research on identified economic sectors to be advanced for global competitiveness through 4IR and statistics. Coordinating and monitoring the implementation of 4IR interventions and programs with a focus on statistics. Participating in international and regional discussions and conferences on 4IR matters. Development of the socio-economic impact assessment and Fourth Industrial Revolution indicators in relation to public policy development.

ENQUIRIES:

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