



**MINISTRY OF POLICE
REPUBLIC OF SOUTH AFRICA**

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**Hon. Ms T Modise, MP
Speaker: National Assembly
Parliament of the Republic of South Africa
PO Box 15
Cape Town
8000**

Dear Honourable Speaker

**NOMINATION OF MS JENNIFER DIKELEDI NTLATSENG TO BE APPOINTED TO THE
POST OF EXECUTIVE DIRECTOR INDEPENDENT POLICE INVESTIGATIVE
DIRECTORATE (IPID)**

1. The letter dated 30 April 2020 to the Speaker of Parliament requesting an extension to the 30th June 2020 or any other later date to fill the post of the Executive Director: Independent Police Investigative Directorate (IPID) has reference. The Speaker acceded to our request and therefore it is on this basis that we submit the name of Ms Jennifer Dikeledi Ntlatseng as the preferred candidate for nomination and appointment to the post of Executive Director; Independent Police Investigative Directorate.
2. After the first and second attempts failed to identify a candidate who could be submitted for nomination, the panel decided to follow the headhunting process. The service provider, "Ultimate Recruitment Solutions (URS)" that specialises in recruitment of executives was appointed to head-hunt potential candidates who could be considered for appointment. The post was re-advertised by the service provider using the same advertisement with the same criteria and a total number of 24 potential candidates were approached. The gross list is attached at **Annexure A**.
3. The same panel who made the first attempt to appoint the IPID head, constituted of 3 Ministers, Deputy Minister for Police and the Secretary for Police Service as per the list below.

INITIALS & SURNAME	DESIGNATION
General BH Cele (MP) Chairperson	Minister of Police
Ms S Ndabeni – Abrahams (MP)	Minister of Communications and Digital Technologies
Mr RO Lamola (MP)	Minister of Justice and Correctional Services
Mr CC Mathale (MP)	Deputy Minister of Police
Mr AP Rapea	Head of Department – Civilian Secretariat for Police Service
Human Resources Representatives: Ms DD Wechoemang Ms L Maisela	Chief Director: Corporate Services Deputy Director: Human Resources Management

4. After an intensive and broad executive search and headhunting process, the URS identified candidates who met the criteria in terms of the requirements in the advertisement and provided the panel with a list of 5 potential candidates.

No.	Name and Surname
1	Mr Solomon Maila
2	Ms Connie Moitse
3	Mr Manye Moroka
4	Ms Jennifer Ntlatseng
5	Dr Mike Masiapato

5. After consideration of each candidate, the following were shortlisted and invited for an interview which was conducted on 22 June 2020.

No.	Name and Surname
1	Ms Jennifer Ntlatseng
2	Mr Solomon Maila
3	Dr Mike Masiapato

6. A summary of each of the candidates who were shortlisted and their CVs are attached.
7. Listed below was the shortlisting criteria which was used to shortlist the candidates:
- a). A Bachelor's Degree (NQF level 7) and post graduate qualification (NQF level

- 8) qualification.
- b). 8 years at Senior Management level in the Public Sector.
- c). Knowledge of the criminal Justice System.
- d). Employment Equity.
- e). Strategic capability, leadership and management skills.
- f). Financial and people management.

8. Criteria for the interviews was as follows:

- a) Candidates were given a technical exercise to prepare for an hour and present it to the panel, outlining the challenges that IPID face and the strategy to deal with such challenges and how they would implement the strategy. They were also required to outline the financial constraints in the country and how they would ensure service delivery amidst of the constraints as well as how they would effectively deal with low morale of employees while also ensuring improved performance and achieving all targets.
- b) A candidate who demonstrate an in-depth knowledge of the criminal justice system, the legislative framework and the public service policy in relation to IPID.
- c) A candidate who would efficiently and effectively ensure the management of investigations and of complaints and the impact on the Police Service Conduct.
- d) A candidate who understands the work of IPID, and can identify and work with all the key strategic stakeholders, clearly outlining their roles and responsibilities as well as the impact of their participation.
- e) A candidate who has special, specific and unique qualities over others in terms the post of Executive Director of IPID and the distinctive role that s/he will play that will make a difference.

9. Of the three candidates who were interviewed, Ms Jennifer Dikeledi Ntlatseng was unanimously nominated by the panel as the best candidate whose name should be submitted to Parliament for consideration. Below is the summary of the nominated candidate and her Curriculum Vitae and are attached.

10. Ms Jennifer Dikeledi Ntlatseng

12.1 Ms Ntlatseng, is a 49 year old Black Female, who holds an LLB degree and a B.Proc degree from UNISA. She has over 21 years of experience in Safety and Security within the Public Sector. She successfully held the role of Director of Community Police Relations, employed by the Gauteng Provincial Government at the Department of

Community Safety under the Secretariat for Civilian Police Oversight and Monitoring. Ms Ntlatseng has served on a Senior Management level within the Public Service for over 10 years. A summary of Ms Ntlatseng's career highlights can be found in the summary of all candidates which is attached.

- 10.2 Ms Ntlatseng's track record includes strategic management and direction, where she: developed a Community Police Relations Strategic Document which guided the Department and the Province as the key mandate of the Department of Community Safety; developed Annual Performance Plans of the Community Police Relations Directorate; developed an Implementation Plan of Community Police Relations in the Province; developed a Turn Around Strategy annually to ensure effective and efficient performance of 142 Community Police Forums in the Province; developed strategic documents on the implementation of Patroller Programmes in the Province.
- 10.3 Ms Ntlatseng facilitated relations between the SAPS and communities in the fight against crime in the Province; she participated in the development of a programme that gives effect to the constitutional mandate of the Department to oversee the effectiveness and efficiency of the police service to monitor police conduct and determination of policing needs and priorities; she facilitated and assisted with complaints against the SAPS by conducting public meetings; she participated in the improvement of the Criminal Justice System by educating communities; and assisted in the identification of loopholes within the Criminal Justice System by engaging several officials of other Departments. She also facilitated in the development of the Prevention of Violence and Abuse of Women and Children strategy and the implementation thereof and worked closely with the Research unit in areas of police conduct, community police relations and complaints against the SAPS.
- 10.4 Ms Ntlatseng participated in various strategic sessions with the SAPS on their performance systems and participated in the interpretation of the South African Police Service Act to enable the Department to implement its mandate. She also formed part of the team that accounted to the Gauteng Legislature on the

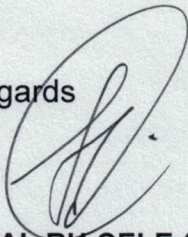
Departmental performance of community police relations in the province and provided Leadership and Strategic Direction to the Directorate

10.5 In terms of the technical exercise and the interview, Ms Ntlatseng impressed the panel with her presentation and articulation of responses to all the questions during the interview and was unanimously nominated by the panel as the best candidate whose name should be submitted to Parliament for consideration for the post of Executive Director IPID. Her CV and presentation are attached at **Annexure B.**

10.6 Ms Ntlatseng went for a Senior Management Service Competency assessments, the results are still awaited however they should not have an impact on the endorsement of her nomination as they are developmental in nature and will be used to further strengthen her capacity and capabilities.

11. On the basis of the above motivation, the profile and name of Ms Jennifer Dikeledi Ntlatseng is hereby presented to the Speaker of the National Assembly to be considered by the relevant committee of Parliament for nomination and appointment to the post of Executive Director IPID, should the Speaker agree with the contents.

Kind regards



GENERAL BH CELE (MP)
MINISTER OF POLICE

DATE: 30/06/2020