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# **RECOMMENDED CANDIDATES FOR VACANCY OF A MEMBER OF THE INDEPENDENT ELECTORAL COMMISSION – INTERVIEWS HELD 27 JUNE 2023**

1. Ms J Y LOVE
2. ADV O JOSIE
3. MS B ZULU
4. MS S T MTHEMBU
5. DR D I DINTWE
6. MR L C MTIMDE
7. MS P DABIDEEN
8. MS T R MABUZA



MS JANET YETTA LOVE





5 March 2023

The Chief Justice of the Republic of South Africa

[kmoretlwe@judiciary.org.za](mailto:kmoretlwe@judiciary.org.za)

[tpaahlamohlaka@judiciary.org.za](mailto:tpaahlamohlaka@judiciary.org.za)

Dear Chief Justice

As a citizen of the Republic of South Africa and in my personal capacity I am honoured to nominate Janet Y Love for a second term as an appointee on the Independent Electoral Commission (IEC) as per the notice calling for nominations which opened on the 9<sup>th</sup> February 2023.

I believe strongly that Ms Love is a person of high integrity and significant accomplishments in the many roles she has filled in the service of South Africa and all of its people. This service includes her contributions as an activist during the struggle against apartheid, her service as a member of the ANC negotiating team at CODESA, her service as a member of parliament at the National Assembly, the role she played at the South African Reserve Bank, and her work as head of the Legal Resource Centre. She also served with distinction as a Human Rights Commissioner.

I have known Janet as friend for many years. I have also assisted her in various ways in my capacity as an academic researcher at Wits University as she has navigated the complex terrain of digital technology, my field of expertise

To the best of my knowledge, Janet has not participated in any party politics for many years. She has great commitment to broad based public interest, the constitution and acting on behalf of marginalised communities and individuals. She is strongly committed to a democratic South Africa, its constitution, its laws and all of its citizens.

I have no hesitation in recommending Janet Love for a further term.

Yours Sincerely

Emeritus Professor Barry Dwolatzky, Director: Innovation Strategy  
Office of the DVC: Research and Innovation  
ID: 5204295022084; Mobile: 082 950 2208

1

Janet Love  
Email: [janetlove2112@gmail.com](mailto:janetlove2112@gmail.com)  
Mobile number: +27826884622

17 February 2023

Office of Chief Justice Zondo

Per email: [KMoretlwe@judiciary.org.za](mailto:KMoretlwe@judiciary.org.za)

[TPhaahlamohlaka@judiciary.org.za](mailto:TPhaahlamohlaka@judiciary.org.za)

I wish to confirm my acceptance of nomination to serve as a Commissioner of the Electoral Commission in terms of the vacancy that arises in April 2023. I would be honoured to fulfil this role and would be available to do so in a full-time capacity.

Yours sincerely



Janet Love

# National Association of Democratic Lawyers

Commerce House  
55 Shortmarket Street  
Cape Town  
8000  
South Africa



Equality and Justice

Email: [fazoe@nadel.co.za](mailto:fazoe@nadel.co.za)  
Cell: 078 514 3706  
Fax: 086 602 6167

6 March 2023

**TO: THE HONOURABLE CHIEF JUSTICE**

**AND**

**TO: MS TEBOGO PHAAHLAGOHLAKA ([TPhaahlamohlaka@judiciary.org.za](mailto:TPhaahlamohlaka@judiciary.org.za))**

**K MORETLWE ([KMoretlwe@judiciary.org.za](mailto:KMoretlwe@judiciary.org.za))**

**Dear Sirs**

**RE : NOMINATION OF JANET LOVE FOR THE ADVERTISED POSITION ON  
THE ELECTORAL COMMISSION, WHICH POSITION HAS BEEN  
ADVERTISED BY THE HONOURABLE CHIEF JUSTICE**

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Pursuant to the advertisement issued by the Office of the Chief Justice inviting suitably qualified persons to apply for consideration for an appointment as a Commissioner on the Electoral Commission, NADEL hereby wishes to nominate, Janet Love for appointment as a Commissioner of the Electoral Commission.

## **THE ELECTORAL COMMISSION**

The Commission is a body established in terms of Chapter 9 of the Constitution. Their main function is to manage elections to ensure they are free and fair.

NADEL views the commission as an important institution for the advancement of democracy in our country.

## **MS JANET LOVE**

Ms Janet Love is a South African citizen born in 1957. She has lived in both periods of South Africa, under the apartheid state and the democratic South Africa. She grew up under the oppressive regime and she joined the masses of South Africa who undertook to dismantle apartheid with its machinery.

She studied under the difficult conditions of apartheid and the racial discrimination. As a young person in the society, she associated with youth formations that fought against apartheid, which formations include the ANC. She had served in various structures which include branch to the national level and international. She has served the community of South Africa in various capacities which include –

1. A commissioner of the South African Electoral Commission;
2. Commissioner (Part time) SA Human Rights Commission;
3. Non -Executive Board member of the Rand Water Board;
4. Board member:- SA Economic Education Centre (CEEAF Africa);
5. She has been part of various other bodies.

Ms Love understands in detail the challenges facing South Africa and we have no doubt that she will acquit herself well as a Commissioner. In this regard, we refer as well to her curriculum vitae which details her experience, achievements and academic qualifications. She has served the Commission as a Vice Chairperson Commissioner for the last period diligently, and we believe that the experience gained in this period will benefit the Organization. It is always good to have the members back on boards for continuity.

Ms Love has vast experience and knowledge which will enable her to execute the functions of a commissioner. We know of no circumstances that will be detrimental or embarrassing if she is appointed. Accordingly, we can safely confirm that's she is a woman of integrity and thus fit and proper for appointment.

For all the reasons stated above, we nominate Janet Love and refer to her detailed curriculum vitae attached to this nomination as well as her acceptance of the nomination.

Sincerely

A handwritten signature in black ink, appearing to be 'Nolitha Jali', written in a cursive style.

**Nolitha Jali (Ms)**  
**Secretary General**  
**National Association of Democratic Lawyers (NADEL)**



Janet Love  
Email: [janetlove2112@gmail.com](mailto:janetlove2112@gmail.com)  
Mobile number: +27826884622

3 March 2023

Office of Chief Justice Zondo

Per email c/o: [KMoretlwe@judiciary.org.za](mailto:KMoretlwe@judiciary.org.za)

[TPhaahlamohlaka@judiciary.org.za](mailto:TPhaahlamohlaka@judiciary.org.za)

Dear Chief Justice

I hereby confirm my acceptance of nomination to serve as a Commissioner of the Electoral Commission in terms of the vacancy that arises in April 2023. I would be honoured to fulfil this role and would be available to do so in a full-time capacity.

Yours sincerely



Janet Love

NOMINATION FOR ELECTORAL COMMISSION:  
JANET YETTA LOVE

4<sup>th</sup> March 2023

Chief Justice of the Republic of South Africa  
Chairperson of the Panel

Office of the Chief Justice

To Whom It May Concern,

**RE: NOMINATION FOR ELECTORAL COMMISSION:  
JANET YETTA LOVE**

The request for the nomination for candidates for appointment to the Electoral Commission opened on 9<sup>th</sup> February 2023 has reference.

**Nomination**

I, Damian Michael de Lange (curriculum vitae attached for reference), nominate Janet Yetta Love, who is currently a Commissioner of the South African Electoral Commission, as a nominee for consideration as a Commissioner on the South African Electoral Commission.

I am of the opinion that Janet Love has the necessary experience and knowledge, commitment to democratic principles and accountability, and a strong commitment towards the deepening and strengthening the South African democracy. Janet Love will be a force multiplier for the South African Electoral Commission for the next seven years if she is appointed.

**Background and Motivation**

I first met and worked with Janet Love in Angola in 1982. Both of us were, at the time, members of Umkhonto we Sizwe (MK) armed wing of the African National Congress (ANC) and both of us were working with the publications of the ANC. Janet Love displayed a consistent ability to focus on the details of the editorial work, often cross-checking multiple times, and also involved in the technicalities of printing and distribution. She worked hard and applied herself without fail while at the same time worked comfortably with those around her.

Our paths would cross again at the ANC National Conference in Kabwe, Zambia in 1984. Janet Love was a key person in the documentation, recording and rapporteering processes as well as participating in the conference deliberations. Janet Love worked late every night encouraging and guiding the team of recorders to ensure that by early the next morning documents for conference perusal, discussion and consideration were correct and ready.

During the process to establish a democratic South Africa Janet Love and I would meet again. This time she was the Deputy Director for the Transitional Executive Council (TEC) and I was participating in the Joint Military Command Council (JMCC). Our spheres of work crossed and we spent hours discussing both the political challenges of that time and how to find practical yet fair and reasonable solutions. Janet Love displayed clear understanding of the political world wider than narrow party-politics, a deep understanding of the, rather complicated, negotiations process and, at the same time, what needed to be implemented at the operational and technical levels. Janet Love was clearly an insightful manager who understood and interpreted carefully the political requirements while planning and implementing activities in a rapidly changing South Africa.

After the first democratic elections had been successfully completed Janet Love entered Parliament as a Member of Parliament becoming the Chairperson of the Agriculture, Water Affairs and Forestry Portfolio Committee. She would later become the Special Political Advisor to the late Minister Kader Asmal who was the Minister of Water Affairs and Forestry. I, together with a few others, had developed a project plan for the removal of alien vegetation as a community development project. However, I was to integrate into the new South African National Defence Force (SANDF) and it was agreed to hand over the project to Janet Love. With the input from Janet Love the project, our group had conceptualised and planned, would be developed into a multi-million rand Working for Water project. Janet Love's understanding of an environmentally suitable solution married to community development and participation enabled this project to be firmly placed in the new South African Government's plans and budget. The project still continues today.

When Janet Love joined the Reserve Bank she immediately took up education again building on her earlier qualifications in economics and public administration. What I remember was that Janet Love driven to understand economics, the movements of money, the impact and implications of foreign exchange matters, the need to prevent money laundering and the importance of financial accountability.

Janet Love has served on a number of Boards and represented South Africa's interests in various international fora across a wide range of spheres from legal matters to rural development, from food and water security to AIDS and other diseases. In some ways Janet Love's involvement in the legal battle to secure justice and economic return for the disadvantaged mine workers epitomises her approach to work that is guided by strong democratic principles, the need for accountability and the ability to implement and manage execution of a plan.

### **Conclusion**

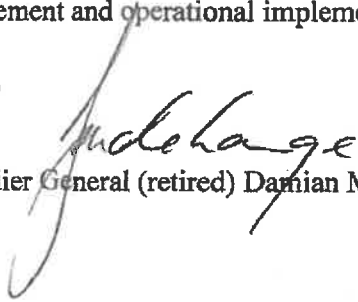
Janet Love is committed to democracy and to accountability based on principles far wider than one political party view. She has, throughout her working life, displayed the capability to understand the different party political standpoints and judge these from a legal and socio-economic point of view. And, she is more than able to interact with the political level while planning and managing large projects where accountability - political, financial and social - is demanded.

Janet Yetta Love will be an asset, with experience, knowledge, commitment and a known history of consistently applying herself towards a fairer and more democratic system.

Her past participation in South Africa's Electoral Commission has created the experience and knowledge that South Africa needs as we move forward. The deepening of our democracy and strengthening of our democratic support structures is critical for all of us. Janet will support this.

I believe and remain convinced that Janet Yetta Love has much to provide to the Electoral Commission which will enable and support integrity, democratic principled engagement and operational implementation.

Yours,



Brigadier General (retired) Damian Michael de Lange

Janet Love  
Email: [janetlove2112@gmail.com](mailto:janetlove2112@gmail.com)

Mobile number: +27826884622

17 February 2023

Office of Chief Justice Zondo

Per email: [KMoretlwe@judiciary.org.za](mailto:KMoretlwe@judiciary.org.za)

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I wish to confirm my acceptance of nomination to serve as a Commissioner of the Electoral Commission in terms of the vacancy that arises in April 2023. I would be honoured to fulfil this role and would be available to do so in a full-time capacity.

Yours sincerely

A handwritten signature in blue ink that reads "Janet Love". The signature is written in a cursive style with a small arrow pointing to the right at the end.

Janet Love

**JANET LOVE**  
P O Box 187  
AUCKLAND PARK  
2006

TELEPHONE: +  
EMAIL: [janetlove2112@gmail.com](mailto:janetlove2112@gmail.com)

### **Work Experience**

2016 to  
present      **South Africa**

#### **Commissioner South African Electoral Commission**

- To take up the responsibilities of this body which is established in terms of Chapter 9 of the Constitution to manage elections for all spheres of government and to ensure that these elections are free and fair
- As part-time Commissioner from 2016-2018, served on the Electoral Management Committee and on the Finance and Risk Committee
- Appointed as Vice-Chairperson of the Commission in 2018 and since took up position on a full-time basis
- Since 2018, Chair of the Outreach, Communications and International Relations Committee of the Commission and Chair of the Committee on Political Party Funding while continuing to serve on the Election Management Committee
- Served on election observer missions to a number of countries including as a member of the Commonwealth Observer Mission to Zimbabwe in 2018 and of the ECF-SADC to DRC

2019 to  
present      **South Africa**

#### **Trustee on the Tshiamiso Trust**

- Following the Settlement Agreement between 6 gold mining companies and claimants (represented by the Legal Resources Centre (LRC), Richard Spoor Inc and Abrahams Kiewitz Attorneys) in relation to occupational diseases involving silicosis and TB, appointed by claimant lawyers to serve as a Trustee on the Trust that was forged out of the Settlement.
- The Trust has a life-span of 12 years
- Chair the Committee on Stakeholder Management and Communications and serve on the Finance and Risk Committee

2009 to  
2016      **South Africa**

#### **Commissioner (Part-time) South African Human Rights Commission**

- To take up the responsibilities of this body which is established in terms of Chapter 9 of the SA Constitution and the SA Human Rights Commission Act
- Member of Expert Committee on Public Participation
- Key areas: land, rural development, natural resources and human rights; International Covenant on Economic, Social and Cultural Rights; African Court

2006 to  
2018      **South Africa**

#### **National Director: Legal Resources Centre**

- Responsible for overall management of public interest, human rights law clinic employing up to 95 members of staff with up to R50 million budget
- Required to provide strategic direction to the organisation

		<ul style="list-style-type: none"> <li>▪ Necessary to be conversant with legal matters and ensure adequate fund-raising and fiscal discipline</li> <li>▪ Coordinate work of offices in different centres, financial management, human resource management and donor liaison.</li> <li>▪ Serve on and liaise with Legal Resources Trust in its fiduciary and governance roles in relation to the LRC</li> <li>▪ Engage in networking activities inside South Africa and abroad in the interests of achieving the human rights mission and of the LRC and advancing constitutionalism.</li> </ul>
2002 to 2009	<b>South Africa</b>	<p><b>Non-executive Director and Board member: Rand Water Board</b></p> <ul style="list-style-type: none"> <li>▪ Appointed by the Minister of Water Affairs and Forestry following Cabinet approval to serve on this statutory body established under the Water Services Act for the primary purpose of the bulk supply of potable water to municipalities within its service area.</li> <li>▪ Chairperson of Remuneration Committee</li> <li>▪ Alternative Member Executive Committee</li> </ul>
2001 to 2005	<b>South Africa</b>	<p><b>Assistant General Manager: South African Reserve Bank</b></p> <ul style="list-style-type: none"> <li>▪ Established and managing an analytical section dealing with various security risks relating to cash that affect financial stability. In particular, focussing on fraud, cyber-crime and money laundering threats.</li> <li>▪ Anti-Money Laundering Compliance Officer regarding cash for Bank.</li> <li>▪ Member of FATF Assessment Mission to Uganda 2004</li> <li>▪ Member of Curriculum Development Committee for SARB College programme in relation to Anti-Money Laundering</li> <li>▪ Responsible for effective corporate governance, risk management and internal controls; strategies to guide the business practices; and activities to promote compliance with legislation as well as safeguard institutional reputation.</li> <li>▪ Responsible for the functions relating to planning and operational support (including budget control, HR, communication and training) of the largest Department in the Bank comprising around 50% of the Bank's staff and budget.</li> <li>▪ Member of Bank's Procurement Committee</li> <li>▪ Member of Bank's Redundant Assets Committee</li> <li>▪ Member of Bank's Anti-Money Laundering Work Group</li> </ul>
2000 to 2005	<b>South Africa Mozambique Namibia</b>	<p><b>Board member: Southern African Economic Education Centre (CEEAF Africa)</b></p> <p>CEEAF Africa was established to support economic education and empowerment of key participants involved in the transformation of the economy. It has contributed to a new generation of leaders through programmes configured to empower South Africa's future policymakers and leaders and has worked with participants from Namibia and Mozambique.</p> <p>Member Internal Audit Committee</p>
2000	<b>SADC - UNDP</b>	<p><b>Consultant: United Nations Development Program (UNDP) Team</b></p> <p>Established at the request of the SADC Secretariat to evaluate Disaster Management Capacity within SADC</p>
1999-2001	<b>South Africa</b>	<p><b>Special Political Advisor to the Minister of Water Affairs and Forestry</b></p>

		<ul style="list-style-type: none"> <li>▪ Carried out analysis and assessment of all Cabinet Memoranda and departmental submissions going to the Minister.</li> <li>▪ Established and led inter-departmental task groups on the audit and re-organisation of water services data in preparation for future transfer of these services to local authorities.</li> <li>▪ Led drafting process for regulations governing water services providers outside local authorities.</li> <li>▪ Initiated process to establish a water services regulator for South Africa.</li> <li>▪ Participated in negotiations with trade unions around the restructuring of state-owned commercial forests.</li> <li>▪ Chaired the process for finalisation of White Paper on Sanitation due for presentation to Cabinet.</li> <li>▪ Designed programme involving public-private sector partnerships to refurbish disused bore-holes in rural areas.</li> </ul>
2000	<b>International</b>	<b>Panel Chairperson:</b> International Conference on Disaster Management and Risk Reduction hosted by the Disaster Management Centre of Germany and held in Berlin.
1999	<b>United Nations</b>	<b>Panel Chairperson:</b> United Nations Session on Disaster Management and Development in Geneva
1997 to 2013	<b>South Africa</b>	<b>Chairperson: Steering Committee, Sand River Restoration Project</b> Involves uniting public and private sector efforts to establish appropriate land use and resource management practices ensuring recovery of the flow of the Sand River and security for the Nkomazi catchment as a whole and an essential pre-condition for job creation in agriculture and tourism in parts of the Northern Province and Mpumalanga. It also involves promotion of co-operation between the three spheres of government.
1997-1999	<b>South Africa</b>	<b>Chairperson: Disaster Management Policy Drafting Team established by Inter-Ministerial Committee</b> Led process to create a disaster readiness policy designed to assess and reduce risk, propose preventive regulations and resources, and to ensure adequate disaster response capacity without duplication. This resulted in the adoption by Cabinet of the Disaster Management Green Paper in 1997 and its adoption of the White Paper on Disaster Management in 1999. While legislation is being drafted, the White Paper provides the guidelines for the interim disaster management processes.
1997-1998	<b>South Africa</b>	<b>Member: Wheat Industry Cluster Initiative</b> Established by the stakeholders in the wheat and agro-processing industry together with Departments of Agriculture and Trade and Industry assisted by the Monitor Company in order to pursue the restructuring of segments of the industry with a view to the enabling of black economic empowerment.
1996-1998	<b>South Africa</b>	<b>Member: Agriculture Minister's Trade Negotiations Advisory Team</b> Dealt with agriculture-related negotiations with the European Union, the Southern African Development Community and the World Trade Organisation.
1996	<b>South Africa</b>	<b>Delegate:</b> United Nations Food and Agricultural Organisation (FAO) World Food Summit



		<b>Delegate:</b> First Ministerial Conference of the World Trade Organisation (WTO) in Singapore in 1996
1994-1999	<b>South Africa</b>	<p><b>Chairperson: National Assembly Portfolio Committee on Agriculture, Water Affairs and Forestry (and of the National Assembly Portfolio Committee on Water Affairs and Forestry, following April 1999 elections)</b></p> <ul style="list-style-type: none"> <li>▪ Piloted legislation ending the monopolies that had emanated from statutory single channel marketing system.</li> <li>▪ Led a programme of interactions with the Agriculture Department and agricultural sector to encourage greater focus on international trade of South African produce.</li> <li>▪ Piloted Water Services Act and National Water Act through Parliament. This involved rationalising the existing 68 pieces of legislation and fundamentally changing the approach to water management and usage rights.</li> <li>▪ Piloted National Forests Act and other legislation establishing coherent legislative framework for the forestry sector including the recognition that government should withdraw from the management of industrial forests.</li> <li>▪ Presented papers to national and international conferences relating to agriculture, water, forestry and environment.</li> </ul>
1994 – 1999	<b>South Africa</b>	<p><b>Member of Parliament:</b> representative of the African National Congress</p> <ul style="list-style-type: none"> <li>▪ Chairperson of National Assembly Portfolio Committee on Agriculture, Water Affairs and Forestry (and of the National Assembly Portfolio Committee on Water Affairs and Forestry, following April 1999 elections)</li> <li>▪ Member of National Assembly Portfolio Committee on Public Administration</li> <li>▪ Member of National Assembly Portfolio Committee on Provincial and Local Government</li> <li>▪ Member of the Committee of Chairpersons of Parliament</li> <li>▪ Participation in the drafting of legislation dealing with public service including the Public Service Act and the Public Finance Management Act and local government transitional arrangements</li> </ul>
1994-1996	<b>South Africa</b>	<p><b>Member: Constitutional Assembly</b></p> <ul style="list-style-type: none"> <li>▪ Directly involved in the negotiation and drafting of the final Constitution of South Africa.</li> <li>▪ Involved in the steering of the constitution-making process as a member of the 22-person Constitutional Committee of the Constitutional Assembly</li> <li>▪ A member of the Sub-Committee dealing with Public Administration and electoral systems.</li> </ul>
1993-1994	<b>South Africa</b>	<p><b>Deputy Executive Director: Transitional Executive Council (TEC)</b></p> <ul style="list-style-type: none"> <li>▪ Within the transitional arrangements prior to the April 1994 election, was responsible for the co-ordination of the structures that were set up between government and non-statutory sides in six areas of governance: finance, defence, intelligence, policing, foreign affairs and local government.</li> <li>▪ Responsible for the human resource management and corporate services divisions of the TEC. Directly responsible for management of a staff of 150.</li> </ul>

- Convened the national negotiation meetings involving 800 representatives of the public sector trade unions and associations to curb and prevent further industrial action prior to the elections.
  
- 1991 – **South Africa**

1993

**Management Team Member: Convention for a Democratic South Africa (CODESA)**

  - Full-time member of the management team responsible for the establishment of CODESA, liaison with the different participating organisations and co-ordination of the programme.
  - Member of CODESA delegation to the United Kingdom to observe the British General Election.
  
- 1991-1994

**South Africa**

**Member of the African National Congress negotiations team**

  - Involved in negotiations for a settlement in South Africa from the Convention for a Democratic South Africa (CODESA), through the Multi-Party Process to the establishment of the Transitional Executive Council (TEC). This process included the demobilization of armed forces, as well as the creation of transitional arrangements to create an appropriate and conducive climate for South Africa's first democratic elections. It was responsible for the strategy and conceptual framework for the constitution involving amongst others aspects: fundamental rights; three tiers of government with the notion of 'cooperative governance'; 'sunset' and 'sunrise' conditions; independent institutions safeguarding democracy
  - Involved in the voter education processes undertaken throughout South Africa
  
- 1993-1995

**South Africa**

**Founder member: South African Disaster Relief Agency (SADRA)**

A disaster management and risk reduction policy unit.
  
- 1992 – 1994

**South Africa United Nations**

**Chairperson: South African Committee for the United Nations Decade for Natural Disaster Reduction (IDNDR)**
  
- 1992-1993

**South Africa**

**Manager: Drought Relief Forum**

This structure was brought together in the wake of the 1991-2 drought involving statutory and non-statutory organisations. Under its auspices, allocated funds from government and non-government sources were spent on development and rehabilitation projects in rural areas
  
- 1991

**South Africa**

**Researcher: University of Witwatersrand Business School's Department of Public Administration & Development**

Conducted survey with regard to evaluation of local government training programmes and carried out research, policy analysis and gap analysis in terms of immediate capacity requirements.
  
- 1987-1991

**South Africa**

**Member of ANC underground**

Part of "President's Project" which included Operation Vulindlela
  
- 1987 – 1991

**South Africa**

**Graphic artist and manager (as cover for underground anti-apartheid activities): SOS Printers & Design Enterprises**

Managed staff of up to ten designing logos, corporate identities and artwork for printers.
  
- 1978 – 1987

**South Africa SADC country experience**

Worked while based in Zambia and Angola in all countries bordering with South Africa (except Namibia) in relation to communications, political and trade union education and in the

establishment of underground structures inside South Africa as a member of SA Congress of Trade Unions (SACTU) and African National Congress (ANC).

1975-1977	South Africa	<b>Manager: SA Students' Travel Service</b> Managed staff of up to four responsible for on-campus student travel service.
1975-1977	South Africa	<b>Member University of Witwatersrand 'Wages Commission', Students Representative Council, NUSAS and South African Students Voluntary Service</b> Co-author, "Transkei Independence" published by Wits University Press, 1976

#### Qualifications

2004	Executive Development Programme, Gordon Institute of Business Science
2004	ICDL Computer Licence
2001	Rand Afrikaans University certificate course on Money Laundering
2001	SARB College courses in Bank Supervision and Exchange Rate Policies and Exchange Control
1997-1999	Post graduate Diploma in Economics: University of London
1992-1993	Post graduate Diploma in Public Administration and Development Management: University of the Witwatersrand.
1979-1980	I.L.O. Courses: Industrial Health Monitoring; Negotiations; Unemployment & Employment Creation; Wage Determination and Employment Standards
1975-1977	Bachelor of Arts in Political Science and Industrial Sociology: University of the Witwatersrand and awarded two certificates of merit for final exams taken in 1991
2019-2021	Masters of Science in Public Financial Management from University of London

#### Honours

2013	Women Development Foundation Award for contributions made to constitutional democracy during the first democratic parliament
2003	SARB Governor's 'Award for Innovation benefiting the Bank and the wider community'
2002	'Women in Water' Award from DWAF, WRC and WISA
1999	Ten and twenty year service medals, Umkhonto weSizwe.
1999	Patron, Women for Women (a Canadian-based organisation dedicated to the empowerment of South African Women).
1998	Trustee, South African Wine Industry Fund.
1997	Patron, Working for Water Programme.

#### Personal Details

Date of Birth:	21 December 1957
Nationality:	South African

#### Additional Current Board Memberships/Directorships:

Probono.Org	Advisory panel member
UKZN Health Economics and AIDS Research Division	Chairperson of Board
CEEAF Africa Audit Committee	Member
Chiba Ring Residential Community	Director

References available as required.



**REPUBLIC OF SOUTH AFRICA  
NATIONAL IDENTITY CARD**

Surname:  
**LOVE**  
Forename:  
**JANET YETTA**  
Sex:  
**F**  
Nationality:  
**RSA**  
Issued by: **2015/09/30**



**21 DEC 1967**  
Country of Birth:  
**RSA**  
Status:  
**CITIZEN**

Signature

*H*



**Conditions**

This card has been issued by the Department of Home Affairs in terms of the Identification Act, Act 68 of 1997

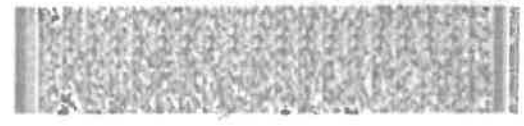
Date of issue:  
**30 SEP 2015**

If you are a foreigner please return to the Department of Home Affairs  
For enquiry or verification purposes contact 0800 90 11 80

**RSA**



**100437011**

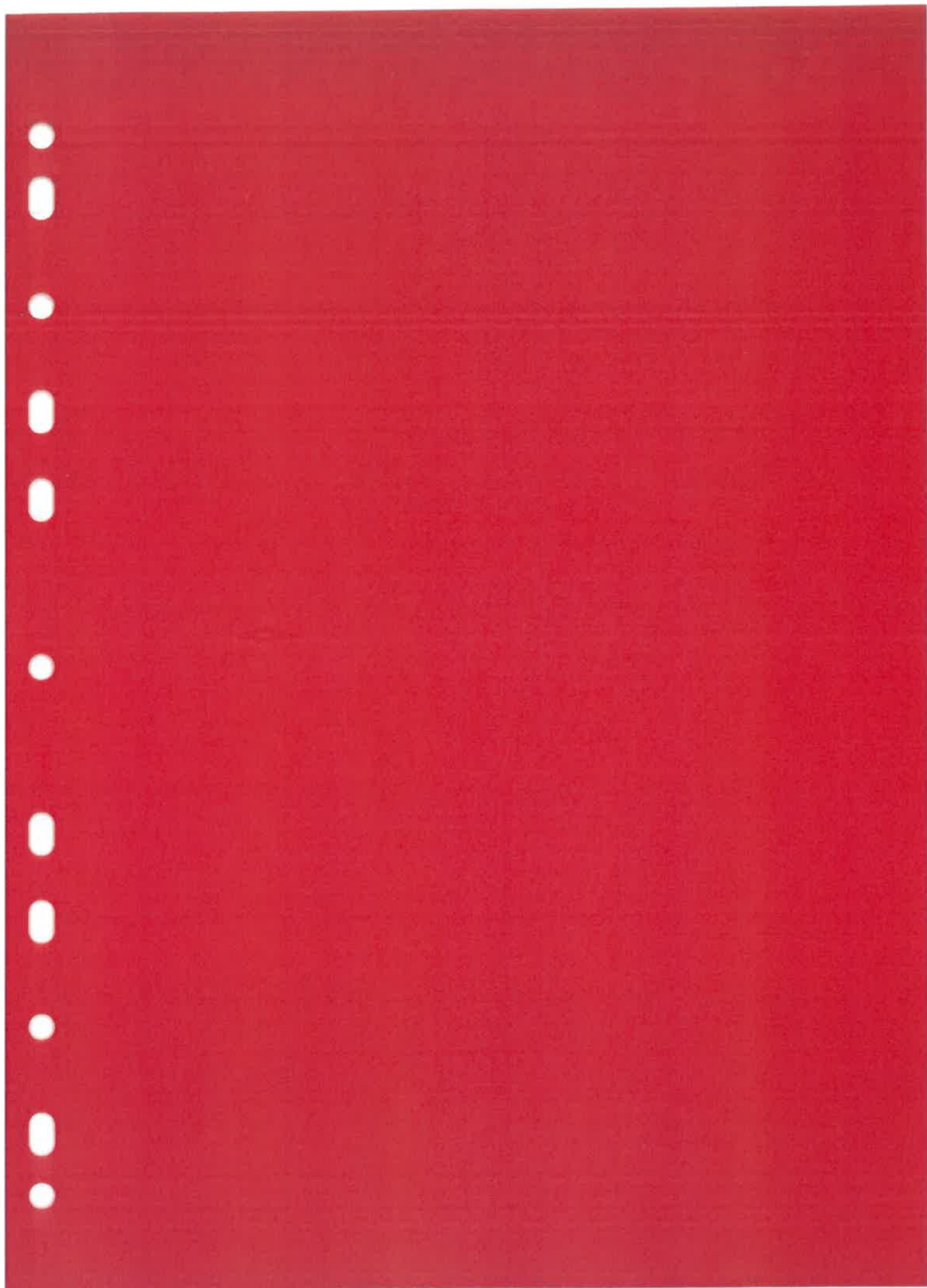


**CERTIFIED AS A TRUE COPY  
OF THE ORIGINAL  
Nomsa Mahfale Makgae  
Admitted Attorney  
Commissioner of Oaths / Ex Officio  
1303 Houwe Ave  
Centurion  
Tel: 012 622 5532**

*[Signature]* 05/12/19

**18**

**ADV. OLIVER JOSIE**



## Nomination Letter

The Chief Justice, Honourable R Zondo  
Chairperson of the Panel  
Electoral Commission

### **Nomination Letter for Advocate Oliver Josie as a candidate for the Electoral Commission**

Your advert in the Sunday Times dated 26 February 2023 for nominations in respect to the above has reference. I, Mr Mongezi Menye with ID number [REDACTED] hereby wish to nominate Advocate Oliver Josie as a candidate for the position of Commissioner of the Electoral Commission. I am currently the Chief Executive Officer of the SA Veterinary Council; however, I make this nomination in my private capacity.

I know Adv Josie for approximately 12 years and he is currently serving as a Non-Executive member in the field of legal, audit, risk and governance. I previously worked with Adv Josie at the Competition Commission and the City of Cape Town as fellow Executives.

Due to my knowledge and working experience with Adv Josie, I am confident that he is an ideal candidate for this position of Commissioner. Adv Josie is a fit and proper person, who is committed to public service. He is an Advocate of the High Courts and a Chartered Director, SA (Institute of Directors).

Adv Josie has extensive strategic leadership and legal experience in both the public and private sectors, especially in regard to governance and law enforcement. In my years of engagement with Adv Josie, I became aware of the other Executive and Senior roles he held, amongst others the Chief Operating Officer at the Competition Tribunal, the Group Director of Forensics at the Standard Bank and a Director at the National Prosecuting Authority (DSO). I am aware of Adv Josie's extensive participation with combined assurance in the organisations I worked with him, including with the Audit/Risk committees, Internal and External Auditors (AGSA).



Adv Josie has numerous years of experience with the application of the law, including Constitutional, Criminal, Labour, Competition, Financial and Administrative. Adv Josie has distinguished himself as a credible leader in the legal and forensic fields and is well respected. As an example, he established the successful Cartels division of the Competition Commission in 2011. As an example of his leadership, in 2013, Adv Josie led the Commission's team in the much-publicised investigation and prosecution of the Construction Cartel, where numerous large construction firms were cumulatively fined about R1,5 billion.

Adv Josie is suitably qualified with Masters degrees in Law (LLM) and Business Leadership (MBL). Adv Josie strengths lie in corporate governance (King IV), legal & compliance, financial management (PFMA, MFMA), risk management, ICT governance, forensic services, stakeholder management, operations management and integrated reporting.

Adv Josie has an impeccable character and always conducts himself in a professional manner. He displays sound ethics and is respected by his peers both in South Africa and internationally. Adv Josie is known to safeguard the independence of state institutions and he always exercise sound and objective judgement. As far as I know, Adv Josie has not been involved in any party-political membership nor activity.

I have great confidence in nominating Adv Josie for the position of Commissioner of the Electoral Commission and I know that he will excel should he be the successful candidate.

I may be contacted on cellular number \_\_\_\_\_ or email address \_\_\_\_\_ for further clarity.

Yours sincerely,

  
**Mr Mongezi Menye**

## Nominee Motivation Letter

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4 March 2023

The Honourable Chief Justice  
Mr Raymond Zondo  
Chairperson of the Electoral Commission Panel

### **Motivation Letter by Nominee, Adv Oliver Josie: Candidate for Electoral Commissioner**

I, Advocate Oliver Josie, humbly accept the nomination made by Mr Mongezi Menye in respect of a candidate for appointment as Commissioner of the Electoral Commission. I am flexible and will be available either full or part-time. My motivation is as follows:

I am fully committed to the concept of free and fair elections for all South Africans who are eligible to vote. In addition, I understand that the Electoral Commissioners have a Constitutional and legislative duty to be independent and perform her/his functions without fear, favour or prejudice. Furthermore, I confirm that I have no interest nor membership in any party-political activities.

I have about **21 years of Executive/Senior Leadership experience** and 31 years overall experience in both the public and private sectors. My experience relates to corporate governance, strategic leadership, legal & compliance, risk management, financial management, ICT governance, operations management, forensic services, combined assurance and integrated reporting. This also includes over 15 years of cumulative experience as a member and/or management representative of Audit, Risk, Fraud, Remuneration and Legal committees and a Board. I have experience and am familiar with the principles relating to King IV, Enterprise-wide Risk Management, ISO 31000 standards, COSO model and the Public-sector Risk Management Framework.

My **career** spans the following organisations, namely, the Competition Tribunal, City of Cape Town, Competition Commission, Standard Bank Group, National Prosecution Authority and the SAPS. I am currently working as an independent Non-Executive, focusing on the legal & compliance fields, corporate governance and serving on Audit/Risk/Fraud committees.

I have extensive **domestic and international experience**, having engaged with diverse stakeholders, including the United Nations, World Bank, BRICS, OECD, International Competition Network, African Competition Forum, Parliament, Government, Communities, Judiciary, Regulators, NPA, CCMA, Courts, Law Enforcement agencies, Corporate sector, Legal industry, Unions, NGOs, Media and many others.

During my career, I have applied various **Laws**, including Constitutional, Criminal, Labour (LRA), Skills Development, Civil Procedure, Administrative (PAIA, PAJA, POPIA), Finance (PFMA, MFMA, FICA), Corporate, Companies, Competition Laws and others. I have knowledge and a sound understanding of the legislation pertaining to the Electoral Commission, such as, the Electoral Commission Act 51 of 1996, Electoral Act 73 of 1998, Electoral Court Rules GG No. 19572 of 1998 and the Political Party Funding Act 6 of 2018.

My highest **qualifications** obtained are a Masters degree in Law (LLM) and a Masters in Business Leadership (MBL), the latter included subjects such as, leadership, governance, economics, operations, financial and risk management.

I am an **Advocate** of the Higher Courts since 1998. I am also a **Chartered Director, CD(SA)** since 2017 with the Institute of Directors (IODSA), which enables me to serve as an Executive or Non-Executive Director. I have also become an **Associate** member of the Institute of Risk Management (IRMSA-2022).

During my career I gained extensive knowledge of **Economic policies**, including the NDP, NGP, IPAPs, Economic Reconstruction & Recovery plan, dtic Master plans and others. I am totally committed towards creating value in our country for an inclusive and growing economy for all South Africans.

In 2016, I completed a successful 5-year tenure in the **Competition Commission**, inclusive of serving and acting as **Deputy Commissioner** for 3 years. I had leadership oversight over the Investigations and Corporate Services divisions. In addition, as an Executive, I contributed towards strategic direction and sound corporate governance, including oversight over audit, risk management, ICT, HR, T&D, performance information, financial management (PFMA) and integrated reporting. I chaired the Management Governance & Risk committee, was a member of the Finance committee and represented management at the Audit & Risk committee.

As an example of my leadership and contribution to good governance, I led the Commission's Construction sector investigation in 2013. The latter which received widespread media attention as the largest exposure of private-sector collusion in South Africa. This project initiated a useful debate around corporate governance, risk management and civil damages, in particular ethical

leadership, the control environment and the risk culture.

I concluded six years at the **Competition Tribunal**, including two years as the **Chief Operating Officer (COO)** and a previous four years as an **Audit/Risk member**. As the COO, I was responsible for all aspects of governance, including strategy & policy development, legal & compliance, finance & risk management, performance information, corporate services, integrated reporting and maintaining a combined assurance model with Internal/External Auditors and the Audit Committee. I managed all internal and external audits and am also responsible for the annual financial statements and integrated annual report. I chaired the Risk Management committee and represented management at the Audit & Risk committees.

From 2017-2020 I served as the **Chief (Head): Forensic Services** department for the City of Cape Town. I was accountable for governance of the department, including strategy, policy, performance information, finance (MFMA), HR, risk management, T&D, combined assurance and integrated reporting. I was a member of the City's Risk Management committee and had oversight over its fraud risk register. Furthermore, I reported independently to the Audit committee.

During 2016-2020, I also served cumulatively as a **Non-Executive Director** on Audit/Risk/Fraud committees for public departments, including the Competition Tribunal, Department of Small Business Development and the Dental Technician's Council.

During 2005-2010, I served in the private sector as the **Group Director** of the Global Forensic Services department for the **Standard Bank**. My key accountability was strategic in nature, including financial crime risk governance. I reported independently to the Group's Audit and Risk committees, including countries outside of RSA where the bank operated. I also served for many years on the Group Risk Executive and Group Internal Audit Management committees. I also served as a Non-Executive Board Director of the SA Banking Risk Information Centre (SABRIC) for about four years, including the Remuneration and Audit & Risk committees.

During 2001-2005, I served as a **Director** with the Directorate for Special Operations (Scorpions, HQ, Pretoria), **National Prosecuting Authority**. My responsibilities included crafting & executing strategy, HR, financial, risk management and developing governance standards. In addition, I led a HQ team that investigated and prosecuted select financial and organized crime.

I spent my early career with the SAPS, including leadership roles and served the latter two years as a **Senior Legal Adviser** in the Legal department, Pretoria. My **legal experience** includes legal drafting (legislation and international agreements), legal training, research & written opinions, and application of various laws.

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I am confident of a strategic fit, given my leadership, diverse skills, knowledge and governance experience. Please find attached, a copy of Mr Mongezi Menye's nomination letter, my ID and curriculum vitae.

Yours sincerely,

***OJogile***

**Adv Oliver Josie**

*Chartered Director, SA*



Curriculum Vitae of

# ADV OLIVER JOSIE

Chartered Director (SA)

## PROFESSIONAL PROFILE

Adv Oliver Josie has accumulated 18 years of Executive/Senior leadership experience in the public and private sectors. These include areas of strategic leadership, governance, policy development, operations management, legal & compliance, forensics services, risk management, combined assurance, financial management, stakeholder management and integrated reporting. This includes over 15 years of cumulative experience as a Non-Executive and Executive Management representative of a Board, Audit, Risk, Fraud, Remuneration and Legal committees.

My Executive/Senior roles include serving, as the Chief Operating Officer at the Competition Tribunal, the Chief of Forensics Services at the City of Cape Town, a Deputy Commissioner at the Competition Commission, a Group Director at the Standard Bank, a Director at the DSO, National Prosecuting Authority and as a Senior Legal Officer at the SAPS.

My roles also include, providing legal, policy, governance and risk expertise as an admitted Advocate of the High Courts (1998), Chartered Director, South Africa (2017) and an Associate member of the Institute of Risk Management, South Africa (2022) respectively.

I have two Masters degrees, one in law (LLM) and the other in business leadership (MBL).

During my career, I applied various laws and regulations and have gained extensive knowledge of national policies, including criminal, labour, administrative (PAIA, POPIA, PAJA), finance (PFMA, MFMA, FICA, financial services), corporate, competition, National Development Plan and many others.

I have extensive international experience, amongst others, I presented at various international forums, including the United Nations (New York), OECD (France), International Bar Association (Canada), International Competition Network (Belgium), African Competition Forum (Seychelles), International Banking Security Association (Ireland & Rome), World Summit on Financial Crime (Monaco), St Petersburg Legal Conference (Russia), BRICS (RSA) and many others.

## PERSONAL OBJECTIVE

To be an effective, passionate and ethical leader that contributes to good corporate governance through leveraging my skills, experience, knowledge and commitment to teamwork.



7

## PERSONAL DETAILS

Surname: Josie  
First Name: Oliver  
Race/Gender: Indian Male  
Address:  
Cell Number:  
Email Address:

## QUALIFICATIONS

MATRIC with exemption	1983	Merebank High School
BA (Police Science)	1989	University of SA
BPROC	1994	University of SA
LLB	1999	University of SA
LLM (Masters in Law)	1999	University of SA
MBL (Masters in Business Leadership)	2011	UNISA Business School

## EXECUTIVE & OTHER TRAINING

Emerging Leader Programme	1999	Kagiso Leadership School
Legislative Drafting	2000	Justice College
Performance Management	2000	SAMDI
Project Management Programme	2002	University of Pretoria
Financial Crime Certificate	2004	University of Paris
Analyst Notebook, iBridge User & iBase Designer	2004	Visual Analysis
Leadership Programme	2005	Fearless Executive
Executive Leadership	2007	Standard Bank Group
Executive Coaching	2008	Nirvana Consulting
Executive Coaching	2013	Resolve Group
Chartered Director (SA)	2017	Institute of Directors (SA)
Risk Management Diploma	2020	Alison (Online)
Introduction to Alternative Dispute Resolution Certificate	2020	Alison (Online)
Modern Human Resource Management Diploma	2020	Alison (Online)
Pre-SMS Course	2022	National School of Government
POPIA Training	2022	PMC

## RECORD OF EMPLOYMENT

1.

### **Non-Executive & Legal Professional (May 2016 to Aug 2020 & Sept 2022 to date)**

- Providing strategic, governance, legal, policy, compliance, risk management and forensic advisory services in the fields of criminal, administrative, corporate, labour and competition laws.
- I am currently serving as a Non-Executive member of the Audit & Risk Committee of the Department of Water & Sanitation (2022 to date).
- I previously served as a Non-Executive member of the Audit, Risk & Fraud committees of the Competition Tribunal and the Department of Small Business Development.
- I served as a Council member of the South African Dental Technicians Council, Pretoria, including sub-committees of Audit & Risk, EXCO and Legal & Disciplinary.

2.

### **Chief Operating Officer: COMPETITION TRIBUNAL, Department of Trade, Industry & Competition, Pretoria (Aug 2020 to Aug 2022)**

- Provided institutional-wide Executive leadership, strategy, policy, legal & compliance, risk management and operations management.
- Led the planning, development and execution of the strategy and the annual performance plan.
- Ensured financial, ICT management and fraud prevention that promotes the efficient use of resources.
- Developed effective stakeholder relationships with the public and private sectors.
- Ensured effective disclosure and reporting, including oversight over the drafting of the annual financial statement, quarterly reports and the integrated annual report.
- Ensured sound corporate governance, including risk management, maintaining performance information, oversight over internal & external audits and fostering combined assurance. Tribunal received three clean audits from the AGSA.
- Created an environment that fostered growth, training and the development of staff.
- Maintained a system of performance management that motivated staff to excel.
- Proactively identified and initiated projects aimed at improving resilience, processes and service delivery.
- Served as the Chief Risk Officer, Chairperson of the Operations and Risk Management committees and represented management at the Audit & Risk committees.



3.

**Director (Chief): FORENSIC SERVICES Department, City of Cape Town (Oct 2017 - Aug 2020)**

- Provided strategic leadership, legal & compliance and policy direction to the department responsible for implementing an institutional-wide fraud risk strategy.
- Accountable for the investigation of complex financial, organised crime, maladministration, labour matters and competition law collusion cases.
- Accountable for the governance of the department, including annual planning, performance management, finances, human resource, ICT, risk management, training & development and integrated reporting.
- Led a new vision for the fraud risk strategy for the City, including the use of intelligence, modern technology and project investigations.
- Collaborated with other assurance providers in a combined assurance framework to mitigate the top fraud risks and to strengthen the control environment.
- Stakeholder management with law enforcement agencies, judiciary, and regulators, including the Competition Commission, Public Protector, Auditor-General, SIU, National Prosecuting Authority, DPCI, Courts, and others.
- Served as a member of the Risk Management committee and reported independently to the Audit committee.
- Initiated and instrumental in hosting the Leadership Conference at the International Convention Centre, Cape Town, 2018 including themes on Governance, Anti-Fraud strategies & Competition law.

4.

**Deputy Commissioner (incl acting): COMPETITION COMMISSION, Department of Economic Development, Pretoria (Mar 2013 - April 2016)**

- Provided strategic oversight over divisions, including Cartels, Mergers & Acquisitions, Enforcement, Legal, Policy & Research and Corporate Services.
- Participated in executive decisions, including merger approvals, complex cartel & economic investigations, such as, price-fixing, collusion and abuse of dominance.
- Contributed to the development of the economy through Merger Control, Law Enforcement and Advocacy in key economic sectors.
- Promoted sound governance, including strategy & policy development, annual performance plan development, legal, risk management, audit engagement, human resources, training & development, ICT/security, finance (PFMA), media & stakeholder management.
- Represented the Commission at international forums/conferences, Parliamentary sub-committees, and others.
- Represented management at the Audit & Risk committee, Chaired the Management Governance & Risk committee and served as a member of the Finance committee.
- Provided leadership oversight in engagements with internal and AGSA audits and strengthened combined assurance.
- Provided leadership oversight over the prosecution of cartel and other cases in the Competition Tribunal, Appeal & Constitutional Courts.

- Responsible for initiating and implementing the re-engineering process, which resulted in operational performance improvements.
- Led the discussion with regards to the amendments to the Competition Act.
- Partnered with international agencies, such as the International Competition Network, United Nations, World Bank, OECD, African Competition Forum, International Bar association, BRICS, and others.

4.1

#### **Divisional Head (Executive), Cartels Division (May 2011 - Mar 2013)**

- Provided strategic direction and governance to the Cartels Division, Competition Commission, responsible for investigating and prosecuting complex price-fixing, market allocation and collusive tendering cases.
- Established this new Cartels Division in 2011, served as its first Divisional Head.
- Accountable for policy, HR, ICT, financing, risk management, training/development, project and operations management, stakeholder management and integrated reporting.
- Initiated a new project approach to complex cartel investigations and prosecutions, utilizing technology, modern collection & analytical techniques.
- Led the Commission's largest cartel investigation and prosecution in the Construction industry. The media described this case as one of the largest private sector collusions in the world. 15 of the largest Construction firms were fined a total of R1,46 billion in 2013.

5.

#### **Group Director: Forensic Services Department, Risk Management Division, STANDARD BANK GROUP, Johannesburg HQ (Sept 2005 - Nov 2010)**

- Provided Global strategic direction, policy, legal & compliance and governance for Financial Crime Risk management.
- Led the department that investigated complex financial crime on a group level, including RSA, Africa and International.
- Initiated a new Consolidation Crime Control model with a new proactive approach.
- Pioneered a multi-disciplinary risk-based approach, including the use of intelligence, proactive project investigations, forensic auditing and legal.
- Established the first Cyber Forensics Investigation unit for the Bank.
- Served as an Executive member of the Group Risk & Internal Audit Executive committees.
- Reported independently and advised the Board's Group Audit & Risk committees on crime risk governance & related legal aspects.
- Collaborated extensively with other assurance providers, including Internal & External Audit, Risk Management, Internal Ombud and IT Security.
- Stakeholder management, including domestic/international private and government enforcement partners.
- Presented on Financial Crime Risk management at Local & International conferences.
- Served as a Non-Executive Board Director of the South African Banking Risk Information Centre (SABRIC), including the Remuneration and Audit & Risk committees. Member of the International Banking Security Association (IBSA)

6.

**Director: DIRECTORATE OF SPECIAL OPERATIONS (Scorpions), National Prosecuting Authority, Pretoria, HQ (Oct 2001 - August 2005)**

- Held leadership responsibility at the Office of the Head, DSO, focusing on strategy, policy, legal & compliance and governance, including financial, human resources, risk management, research, prioritized investigations and prosecutions.
- Provided advice and assisted with crafting strategies in respect of complex financial and organized crime investigations and prosecutions.
- Assisted in setting national standards and conducting performance assessments, especially project investigations and other corporate targets.
- Led the head office team in respect to the investigation and prosecution of organized crime and financial crime. For example, the Top 200 Project mentioned by President Mbeki in the 2004 SONA (top 200 criminals in RSA were arrested & prosecuted).
- Represented the DSO at International conferences, including the World Summit on Financial Crime in Monaco, 2004.
- Participated at various committees, including the JCPS cluster and Parliamentary sub-committees.
- Pioneered the Intelligence function and co-led the development of the new Anti-Money Laundering strategy.
- Stakeholder management, including government, regulators, local and international law enforcement and prosecution agencies.

7.

**Deputy Director, Legal Department: SAPS, Pretoria HQ (Dec 1999 - Sept 2001)**

- Provided legal advice to specialized investigation & intelligence units, drafted written legal opinions & discussion papers, international agreements, and amendments to legislation.
- Provided legal training at Detective Academies to senior officials nationally.
- Engaged with diverse stakeholders, including executives, judiciary, government departments, regulators, legal sector and others.
- Represented RSA at the United Nations (New York) in respect to the drafting of the International Conventions on organized crime, 2000.
- Provided general leadership to the Legal Advisory unit.

7.1.

- During the period from March 1989 to November 1999, amongst others, led a successful Specialized Investigation unit in the SAPS, KwaZulu-Natal that investigated complex organized and financial crimes.

## COMPETENCIES, ABILITIES AND SKILLS PROFILE

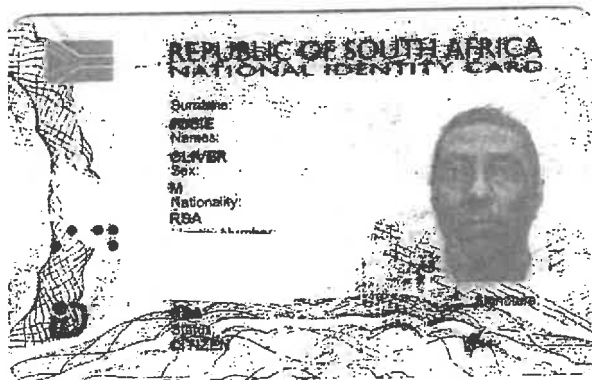
- Strategic, Effective and Ethical leadership.
- Governance, Legal, Compliance, Risk management & expertise in King IV.
- People management & Teamwork.
- Stakeholder engagement with both public and private sectors.
- Excellent verbal and written Communication.
- Negotiation and Mediation.
- Operations & Project management.
- Legal, Drafting, Research and Analytical skills.
- Extensive International experience.
- Excellent Computer skills.

## PROFESSIONAL AFFILIATIONS/APPOINTMENTS

- Advocate of the Higher Courts of South Africa (1998).
- Chartered Director, South Africa (Institute of Directors, SA) (2017).
- Associate Member of the Institute of Risk Management (IRMSA) (2022).

## REFERENCES

Mr Mongezi Menye	Chief Executive Officer, SAVC
Mr Bazil Vink	Governance Consultant
Mr Basil Chinasamy	Head of SCM, City of Cape Town



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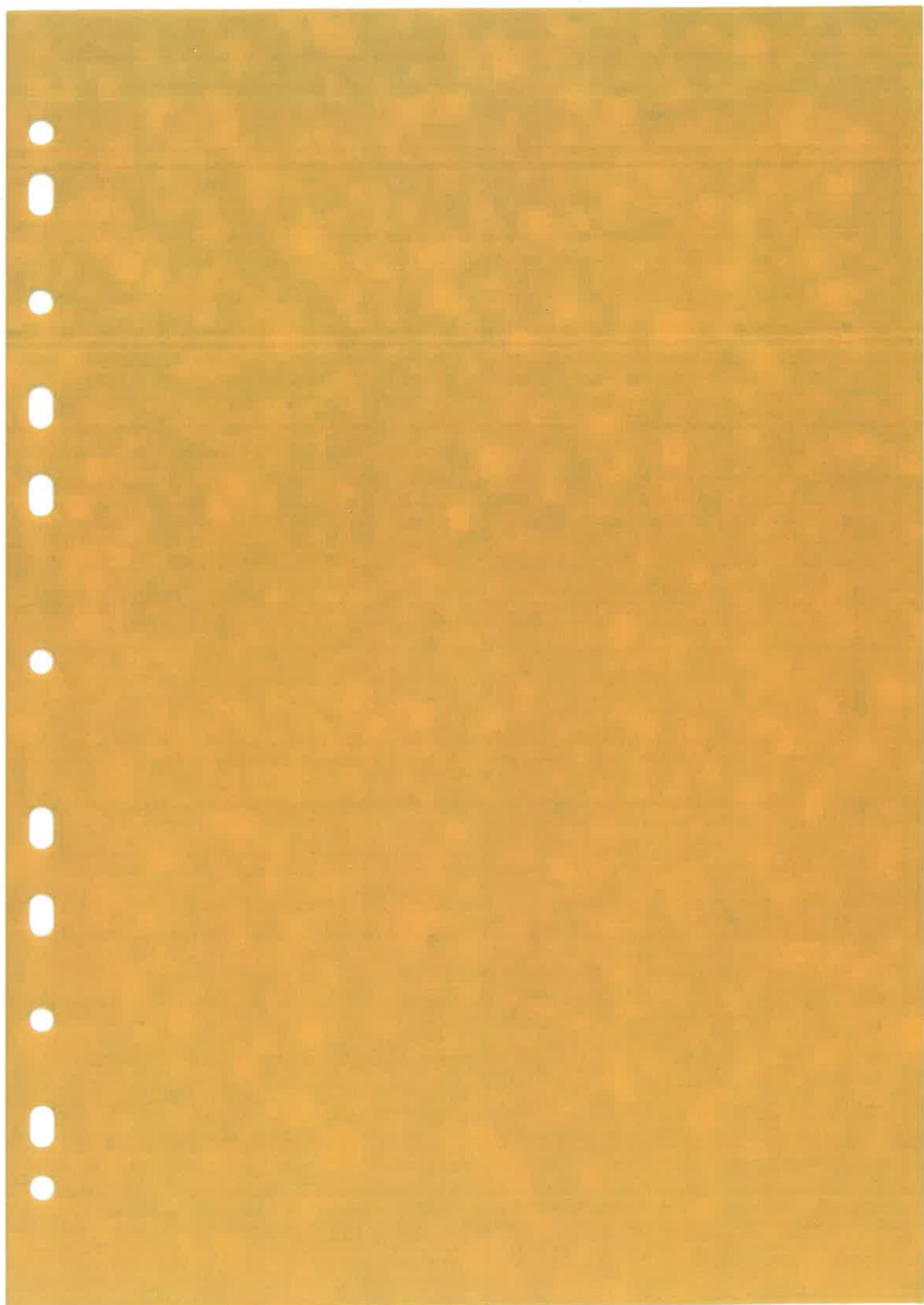
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Nicole Dyssell  
Commissioner of Ombuds  
REF NO: RO-10/11/2021

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Waterkloof, 0145  
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**MS BONGEKILE ZULU**



Durban • Cape Town • Johannesburg • Richards Bay • Pietermaritzburg

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Shipping & Logistics:  
Litigation:  
Local Government & Administration:  
Conveyancing & Property:

Your reference

Our Reference

Date

Mr. MS Msomi / ta

7 March 2023

Dear Sirs,

**NOMINATION: PART-TIME MEMBER OF THE ELECTORAL COMMISSION**

In response to the invitation for nominations of individuals to serve as members of the Electoral Commission, I hereby nominate Ms Bongekile Zulu, who is a suitable candidate for the vacancy and whose nomination is attached hereto.

I have enclosed the following documents:

1. Nomination and Motivation of her candidature;
2. Curriculum Vitae of the nominee;
3. Acceptance of nomination;
4. Certified copy of ID; and
5. Letter of good standing from the Legal Practice Council.

Yours faithfully

  
SHEPSTONE & WYLIE

Durban: Partners: R B Armstrong, M J Bagwandeen, N Besesar, P C Cowan, S Davidson, E de Wet, A F Donnelly, A B Edwards, C Eve Fris, C J Field, J L Finnigan, E C Holmes, D Joubert De Villiers, A W Lockem, M G Maeso, S A H Mkhize, M S Msomi, B D Nelson, K V Oosthuizen, V M Oosthuizen, A D Parsons, I R Sampson, J C Smith, Q van der Merwe, J M von Klemperer, D J Warmback, N P Woodroffe (Managing Partner). Senior Associates: F A Christian, C de la Rey, H J Marsden, W J Rajbansi, C M Wilson, A G Zwane. Associates: T M Buthelesi, N C Dos Santos Nz, S Ebrahim, L Govender, K A Hemero, B G Hoover, S A Ngubane.  
Cape Town: Partner: P H Kurlahn.  
Johannesburg: Partners: L Cleland, J Esterhuizen, L M Kotzé, N Maharaj, N D Ntombela, I R Sampson, F van Rooyen, D Venter, J L Woker. Senior Associates: G Mathebula, T F Mphahuli. Associates: T Esterhuizen, S C Khan.  
Richards Bay: Partners: A J Heydon, B C Morkel, B J van Rooyen. Senior Associate: A P Kannigan.  
Pietermaritzburg: Partners: B M Le Roux, J T Manuel, S G Shob. Associate: N Nhabeni.  
Consultants: Durban: W P Coetzee, S M S Dwyer, K Reddy. Johannesburg: T H Kamdar, J L Kotze.

1



## NOMINATION & MOTIVATION

### PART-TIME MEMBER: ELECTORAL COMMISSION

#### NOMINEE'S INFORMATION

1. Last name: Zulu First name: Bongekile Middle: N/A Initial: B.
2. Profession: Attorney
3. Place of Birth: Durban Nationality: South African Date of Birth : 07 October 1976
4. Gender: Female Address: \_\_\_\_\_
5. Contact: Mobile No.: \_\_\_\_\_ E-Mail: \_\_\_\_\_

#### A. MOTIVATION

Ms Zulu is a senior Attorney with over 22 years' post-admission experience in the field of law. She specialises in the areas of Corporate Law and Governance, and Public Law. She has served on various provincial and national boards for the past 9 years and is currently the Chairperson of the Road Traffic Infringement Agency (RTIA). I have known Ms Zulu for over 15 years as an upstanding legal professional and a member of the Black Lawyers Association. She has always led with honesty and integrity in all her roles and continues to do so. She has also previously participated as an elections observer in the Local Government elections, as assigned by the Black Lawyers Association. I have no doubt that she will prove to be a valuable part-time member of the Electoral Commission. Her background, combined with her extensive experience in Compliance, Corporate Governance and presiding over various Boards, Committees and ADR forums, would enhance the competence and skills diversity of the Commission. Her career highlights and professional appointments are detailed in her CV accompanying this nomination.

#### B. LEADERSHIP

Ms Zulu has strong leadership qualities which are clearly evident in all her professional roles. She understands that continuous learning and development are

crucial for effective governance and leadership in the everchanging corporate landscape.

### **C. ACADEMIC QUALIFICATIONS AND OTHER ACTIVITIES**

Ms Zulu holds a B. Proc degree and an MBA. She is also internationally accredited as a Commercial Mediator.

Her CV, acceptance and consent to this nomination and Identity Document, are forwarded together with this Nomination and Motivation.

### **D. INFORMATION OF INDIVIDUAL MAKING NOMINATION**

1. Name: MARTIN SIFISO MSOMI

2. Official Position: PARTNER AT SHEPSTONE AND WYLIE ATTORNEYS

3. Address:

.....

4. Contact No. (mobile) E-mail: .....

### **E. CERTIFICATION**

I certify that the information provided is correct and represents the nominee to the best of my knowledge.

Signed at Umhlanga Rocks on this 07<sup>th</sup> day of March 2023.

Signature:



3

**Acceptance of nomination for appointment as a part-time member of the Electoral Commission**

I, Miss Bongekile Zulu, an Attorney and Corporate Governance practitioner, hereby accept the nomination for appointment as a part-time member of the Electoral Commission.

I confirm that I am fit and proper and have the skills and expertise to fulfil the duties and execute on the mandate of the Electoral Commission. I confirm further that I am in good standing with the KZN Legal Practice Council.



---

B Zulu (Ms)

08 March 2023

**CV- Ms. Bongekile Zulu (B. Proc, MBA)**  
**Corporate Attorney & Accredited Mediator**

**PERSONAL DATA**

Surname : Zulu  
First Names : Bongekile  
Home address :  
 :  
 :  
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Date of Birth : 07 October 1976  
Age : 46  
Marital status : Single  
Nationality : South African  
Gender : Female  
Race : Black

**SCHOOL QUALIFICATION**

Last School attended : Vukuzakhe High School (Umlazi)  
Highest Standard Passed : Matric exemption  
Subjects : Zulu, English, Afrikaans, Biology, Physical Science, Mathematics  
Year : 1994

**TERTIARY QUALIFICATIONS**

**Institution** : **University of KwaZulu-Natal (formerly Durban-Westville)**  
**Qualification** : B. Proc Degree  
**Year** : 1999

**Institution** : **UKZN Graduate School of Business & Leadership**  
Qualification : MBA degree  
Year : 2017

**OTHER COURSES ATTENDED**

Institution : Institute for International Research (IIR)  
Certificate : Public Private Partnerships  
Year : 28-30 November 2006

Institution : University of Pretoria  
Course : Certificate in Environmental Law  
Year : April 2007

Institution : Institute of Retirement Funds  
Certificate : Trustee Development Training  
Year : May-September 2014

Institution : Institute of Directors (IODSA)  
Course : Being a director (King IV 4-part series)  
Year : February – June 2017

Institution : Conflict Dynamics  
Course : Commercial Mediation Training for Accreditation  
Year : September-October 2017

Institution : National School of Government  
Course : Induction Programme for Boards of Public Entities  
Year : 31 January 2022- 04 February 2022

## EMPLOYMENT HISTORY

- Name of Company** : **Thulani Nkosi & Associates Attorneys** (Durban)
- Position held : Candidate Attorney/ Professional Assistant
- Year : February 1999-March 2001
- Key Performance Areas : Civil litigation, Criminal litigation, contracts, wills & estates, land Claims, Road Accident Fund (RAF) claims
- Name of Company** : **Road Accident Fund** (Durban)
- Position held : Claims Assessor
- Year : April 2001-May 2006
- Key Performance Areas : Assessment of validity of road accident claims, legal compliance, instructions to external attorneys, oversight of litigated matters, conclusion of settlement agreements.
- Name of Company** : **Ezemvelo KZN Wildlife** (Pietermaritzburg – Head Office)
- Mandate- Nature Conservation, Eco-Tourism
- Position held : Legal Services Manager
- Year : November 2006 to November 2009
- Key Performance Areas : Legal advice to the Board, Executive Committee and board committees  
Contract Management, policy development and management,  
Land Claims, Corporate Governance
- Name of Company** : **DZM Inc. Attorneys** (Umhlanga Ridge)
- Position : Partner & practicing attorney
- Year : December 2009 to December 2010
- Key Areas : Corporate/ Commercial Law, Environmental Law, Public Law
- Name of Company** : **Acacia Compliance Solutions (Pty) Ltd** (Umhlanga Ridge)
- Position : Director
- Year : December 2010- May 2013
- Core Business : BBBEE Verification Agency & Legal Consultancy

**Name of Company** : **Zulu Law Inc.** (Umhlanga Rocks)  
Position : Director & practicing attorney  
Year : August 2011- current  
Key Areas : Corporate/Commercial Law, Public Law, Corporate Governance

### **Past Professional Appointments**

1. In March 2013, I was appointed by then KZN Premier to the Commission of Inquiry that was tasked to investigate the Road Traffic Inspectorate's recruitment process which led to the death and injuries of certain prospective candidates shortlisted for participation in a fitness test, which took place in December 2012. I was appointed as the Investigator and Assistant Evidence Lead. The Commission completed its task in June 2014 and its recommendations were duly implemented by the Premier.
2. Member of the Ethekewini Metro Valuation Appeals Board  
(June 2014- June 2018)
3. Member of the City of Umhlatuze Municipality Audit Committee  
(March 2015- February 2018)
4. Non-executive director of the board of Ugu South Coast Development Agency  
(July 2015- June 2018)
5. Non-executive director of the KZN Gaming & Betting Board  
(April 2015- March 2018)
6. Deputy Chairperson for Zululand District Municipality Bid Appeals Tribunal  
(November 2016-October 2019)
7. Member of the Water Tribunal  
(June 2019-August 2020)
8. Non-executive director of the Community Schemes Ombud Service Board

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- Committees: HR & Remuneration, Legal, Adjudication & Transformation  
(01 January 2019- 30 September 2020)
9. Member of the Ethekewini Metro Audit and Risk Committee (including its entities;  
Durban ICC and Ushaka Marine World)  
(June 2015-May 2018, reappointed May 2018- May 2021)
10. Member of Ilembe District Municipality Audit Committee (Incl. Enterprise Ilembe)  
(January 2018-January 2021, reappointed January 2021- 31 May 2022)
11. Deputy Chairperson for the King Cetshwayo District Municipality Bid Appeals Tribunal  
(November 2019-November 2022)
12. Part-time member of the Companies Tribunal  
(01 April 2017- 31 October 2022)
13. Chairperson of Harry Gwala District Valuation Appeals Board  
(February 2019- February 2023)

### **Current Professional Appointments**

14. Deputy Chairperson for uMzinyathi District Municipality Bid Appeals Tribunal  
(December 2022- November 2025)
15. Non-executive Trustee of the KZN Growth Fund Trust Board  
Committees: Chairman of Investment Committee, Member of Social & Ethics, Audit & Risk  
(December 2016- June 2018, reappointed July 2018- 31 May 2022, reappointed 01 June  
2022-31 May 2025)
16. Non-executive director of the Construction Industry Development Board (CIDB)  
Committees: Member of HR & Remuneration, Chairman of Social & Ethics  
(01 January 2018- 30 November 2021, reappointed 01 December 2021-30 November 2024)



17. Non-executive director of Umgeni Water Board

Committees: Capital Projects, Fixed Assets and Procurement (Capex)

(01 May 2019-30 April 2023)

18. KZN Provincial Part-time Chairperson of the SARS Tax Appeals Board

(November 2013-October 2018, reappointed December 2018- November 2023)

19. Non-executive Chairman of the Road Traffic Infringement Agency (RTIA)

(07 August 2020- 06 August 2023)

20. Non-executive director of South African Women in Mining Investment Holdings (Pty) Ltd

(January 2023- December 2025)

### **Professional Membership**

KZN Legal Practice Council

Institute of Directors South Africa (IODSA)

Black Lawyers Association (BLA)

### **References**

Dr. Prittish Dala

Board Member: Road Traffic Infringement Agency

Cell:

Adv. Vusi Khuzwayo S.C.

Former Chairman: KZN Gaming & Betting Board

Cell: ( ---

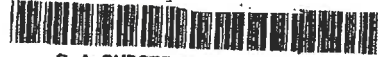
GEREGISTREERDE WOON- EN POSADRES

1. Bewaar die bewys van u GEREGISTREERDE WOON- EN POSADRES in hierdie sakke.
2. Indien u van adres verander het, of indien besonderhede van u huidige adres, bv. straatnaam en of -nommer, ens. verander het, moet die vorm KENNISGEWING VAN ADRESVERANDERING, wat in die sakke agter in die identiteitsdokument is, gebruik word om die verandering aan te meld en moet dit ingedien word by of gepos word aan die naaste sifreek- distrikkantoor van die DEPARTEMENT VAN BINNELANDSE SAKE.

REGISTERED RESIDENTIAL AND POSTAL ADDRESS

1. Keep the proof of your REGISTERED RESIDENTIAL AND POSTAL ADDRESS in this pocket.
2. If you have changed your address, or, if particulars of your present address, e.g. name of street and or street number, etc., have been changed, the NOTICE OF CHANGE OF ADDRESS form in the pocket at the back of the identity document must be used to report the change and it must be handed in at or posted to the nearest regional district office of the DEPARTMENT OF HOME AFFAIRS.

I.D.No.



S. A. BURGER/S. A. CITIZEN

VAN/SURNAME  
ZULU

VOORNAME/FORENAMES  
BONGEKILE

GEBORTEDISTRIK OF LAND/  
DISTRICT OR COUNTRY OF BIRTH

SOUTH AFRICA

GEBORTE DATUM/  
DATE OF BIRTH

1976-10-07

DATUM UITGEREIK  
DATE ISSUED

2010-01-29



UITGEREIK OP OMSAG VAN DIE  
DIREKTUR-GENERAAL  
BINNELANDSE SAKE

ISSUED BY AUTHORITY OF THE  
DIRECTOR-GENERAL  
HOME AFFAIRS

SOUTH AFRICAN POLICE SERVICE  
COMMUNITY SERVICE CENTRE  
2022 -05- 19  
DURBAN NORTH  
KWAZULU-NATAL

I certify that this document is a true and correct copy of the original document which was taken for identification.  
I further certify that I have not made any alteration or change whatsoever to the original document.

W/O A.L. DE JAGER  
Signature..... 04068238  
Force Number.....

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## **CERTIFICATE OF GOOD STANDING**

I, **PEARL ARNOLD-MFUSI**, Director of the KwaZulu-Natal Provincial Office, do hereby wish to confirm that the Legal Practice Council is a statutory body in terms of Section 4 of the Legal Practice Act, No. 28 of 2014 ("the Act") with its powers, objects and authority to regulate and administer legal practitioners under its jurisdiction, vested in Sections 6 of the Act.

I certify that, according to the information available to this office, **BONGEKILE ZULU (Member No: 67092)**;

1. was duly admitted and enrolled as an attorney of the High Court of South Africa **Pietermaritzburg** on the **6 November 2000**;
2. has not been removed from the Roll of Attorneys, she is not suspended from practice and there are, at this date, no proceedings pending by this Council to strike her name from the Roll or to suspend her from practice;
3. is currently in possession of a valid Fidelity Fund certificate;
4. has complied with all her financial obligations to the Council;
5. is in good standing with the Council.

**Given under my hand at Pietermaritzburg this 6<sup>th</sup> of March 2023.**



**PEARL ARNOLD MFUSI**  
**DIRECTOR**

South African  
Certification Council



Suid-Afrikaanse  
Sertifiseringsraad

# SENIOR CERTIFICATE SENIOR SERTIFIKAAT

Awarded to/Toegeken aan

**BONGEKILE ZULU**

Identity number

Identiteitsnommer

Subjects passed/Vakke geslaag

Zulu : First Language / Zoeloe : Eerste Taal  
Afrikaans : Second Language / Tweede Taal  
English : Second Language / Engels : Tweede Taal  
Mathematics / Wiskunde  
Physical Science / Natuur- en Skeikunde  
Biology / Biologie  
Aggregate / Groottotaal

HG	C	60%-69%
HG	B	70%-79%
HG	A	80%-100%
SG	F *	33,3%-39%
HG	E	40%-49%
HG	D	50%-59%
	M	1200-1439

\*\*\*\*\*

\*\*\*\*\*

I certify that this document is a true representation (copy) of the original document which was issued to me for authentication. I further certify that from my observation, no amendment or change has been made to the original document.

Signature: **W/O. A. DE JAGER**

Force Number: **04060238**

A result marked with \* does not comply with the pass requirements for university admission.

'n Uitslag gemerk met \* voldoen nie aan die slaagvereistes vir universiteits-toelating nie.

**ENDORSEMENT**  
This candidate has complied with the minimum statutory matriculation requirements for admission to bachelor's degree study at a university in the Republic of South Africa.

**ENDOSSEMENT**  
Hierdie kandidaat voldoen aan die minimum statutêre matrikulasie vereistes vir toelating tot baccalaureusgraadstudie aan 'n universiteit in die Republiek van Suid-Afrika.

With effect from

DECEMBER/DESEMBER 1994

Met ingang van

Executive Officer

*F. Sality*

Uitvoerende Beampte

This certificate is issued without alteration or erasure of any kind.

Hierdie sertifikaat word uitgereik sonder verandering of uitwissing van enige aard



B1227

# University of Durban-Westville



I declare that this document is a true reproduction (copy) of the original document which was brought to me for authentication. I further certify that from my observations an amendment to a change was not made to the original document.

Signature: W/O A. L. DE JAGER  
Force Number: 04068238 Rank:                     

**This is to certify that**

**BONGEKILE ZULU**

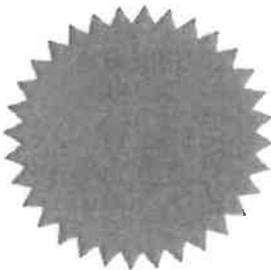
was this day at a congregation of the University  
admitted to the

**degree of**

**Baccalaureus Procurationis**

having complied with the requirements of the  
Art, Statute and regulations

**SOUTH AFRICAN POLICE SERVICE**  
COMMUNITY SERVICE CENTRE  
2022 -05- 19



*M. L. L. L.*  
Vice-Chancellor

*A. Brimmer*  
Registrar

Westville, 14 MAY 1999

4/14

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RE- ISSUE



IN THE HIGH COURT OF SOUTH AFRICA  
KWAZULU-NATAL HIGH COURT, PIETERMARITZBURG

Case No: 3070/2000, \_

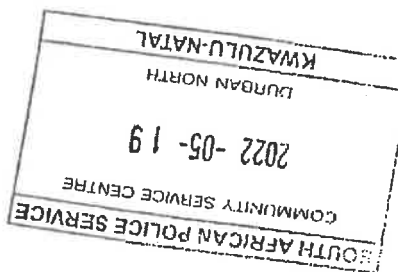
ON THE 6<sup>TH</sup> DAY OF NOVEMBER 2000

BEFORE THE HONOURABLE JUDGE SQUIRES; AND  
BEFORE THE HONOURABLE JUDGE VAN DER REYDEN

IT APPEARING THAT

**BONGEKILE ZULU**  
ID NO

is duly qualified to practice and to be admitted as an  
ATTORNEY of this Court, it is hereby ordered that  
her name be enrolled as such by the proper officer.



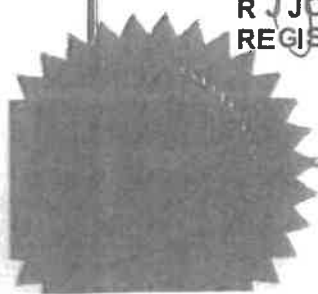
BY ORDER OF THE COURT

*R J Jooste*  
R J JOOSTE  
REGISTRAR

Enrolled same day.

*R J Jooste*  
R J JOOSTE  
REGISTRAR

I hereby affirm this document is a true reproduction (copy) of the original. I further certify that I have not made any amendments to a document which was previously filed.  
*W/O L. DE JAGER*  
Signature: .....  
Force Number: .....  
Bank: .....



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UNIVERSITY OF <sup>TM</sup>  
KWAZULU-NATAL

INYUVESI  
YAKWAZULU-NATALI

This is to certify that

**Bongekile Zulu**

was admitted this day  
at a congregation of the University  
to the degree of

Specify that this document is a true reproduction (copy) of the original document which was issued to me for authentication. If any change has been made to the original document or a change was not made to the original document.

**W/O A. J. DE JAGER**

Signature..... **04068238** .....  
 Date.....  
 Form No. 008

**Master of Business Administration**

having satisfied the conditions prescribed for the degree



KWAZULU-NATAL  
DURBAN NORTH

2022-05-19

AS van Jaarsveld  
Vice-Chancellor

SS Mokoena  
Registrar

P. J. P. Jager  
Dean



9505797

06 April 2017

LIV PROTECTED



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MS SINENHLANHLA THULELENI  
MTHEMBU





The Secretariat of the JSC  
Office of the Chief Justice  
Private Bag X 10  
Marshalltown  
Johannesburg  
2017

Per email to: [KMoretiwe@judiciary.org.za](mailto:KMoretiwe@judiciary.org.za)/ [TPhaahlamohlaka@judiciary.org.za](mailto:TPhaahlamohlaka@judiciary.org.za)

**RE: NOMINATION OF CANDIDATES TO BE APPOINTED TO THE ELECTORAL COMMISSION (PART TIME)**

I am writing in response to your call for nomination of persons to be considered for appointment to the Electoral Commission. I NDE PEABO MALINGA, a businessman of Jozini KwaZulu Natal, hereby nominate:

**NOMINEE: SINENHLANHLA THULELENI MTHEMBU**

for the following reasons:

1. The nominee possesses the required skills and experience that the position requires. The following is a summary of her curriculum vitae,
2. The candidate is an experienced legal Practitioner who brings 20 years of experience in the legal industry.
3. She has served in several tribunals which include the Municipal Bid Appeals tribunal, MPRA Appeal Board, Small claims court commissioner and others.
4. She is a member of the Council for the Built Environment appointed by the Minister of Public Works.
5. Between 2015 and 2018 she was a board member in the KwaZulu Natal Gaming and Betting Board where she served in the Human Resources Committee.
6. She also possesses a post graduate certificate in Labour Law (NQF8)
7. The nominee has vast experience in corporate governance. She also holds a certificate from UNISA. (Certificate in corporate governance NQF5)
8. The nominee possesses enough financial skills, she is a practicing Attorney.
9. The nominee served in the audit committee of Umvoti Municipality between 2018 and 2021, prior to that she served in the audit committee of Jozini municipality (2015 to 2018).

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10. The nominee participates in community development activities, she was a member of the Tembe Elephant Park local board from 2015 to 2018 This board is all about promoting tourism especially in rural areas
11. The nominee is a member of the Black Lawyers Association.
12. In 2018 she participated in a campaign to encourage the community to register to vote and from 2019 to date she participates in numerous THUMA MINA campaigns which are aimed at changing people's lives in the community
13. The nominee's qualifications include a Master of Laws (LLM). LLB. Degree, Postgraduate certificate in Labour law. is admitted as a certified Director by the Institute of Directors Southern Africa (IoDSA), Advanced Certificate in Sourcing and Supply Chain management, certificate course in corporate governance

The nominee has signed acceptance of nomination and provided her cv which is herewith attached

Yours truly



Mr N P Malinga  
Nominator

SECONDER

I, the undersigned Nomfundo Mahlaba (business owner, Umkhanyakude) hereby second the nomination of Ms S T Mthembu by Mr Malinga above.



Nomfundo Mahlaba

#### RE: ACCEPTANCE OF NOMINATION

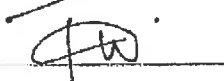
I am Sinenhlanhla Mthembu as per attached curriculum vitae. I am an admitted attorney. I accept the nomination by Mr Malinga. I have never been convicted of an offence which involves dishonesty or fraud. My suitability for appointment is evident in my curriculum vitae which is attached herewith.

I have served in numerous tribunals, boards, councils and committees as it appears in my curriculum vitae. I am a fit and proper person for the position. I also confirm that my experience and the positions I have occupied in the past require knowledge of corporate governance, legislation especially the Public Finance Management Act, Treasury Regulations, government policies, Litigation, contract law, property law and understanding

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of a regulatory environment as a result I am a suitable candidate for appointment.

I therefore confirm acceptance of my nomination.



Signed:  
ST MTHEMBU

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**INTRODUCING:  
SINENHLANHLA THULELENI MTHEMBU (Certified Director)**

**PERSONAL DETAILS**

Nationality	South African
Identity number:	
Date of Birth:	1978-03-03
Professional background:	Legal
Legal Practise number:	41100
Driver's Licence:	C1
Work Contact Number:	035 5721115
Cell Phone number:	
Email address:	<a href="#">[redacted]</a>
Gender:	Female

**YEARS OF PROFESSIONAL EXPERIENCE:** Twenty (20) years

**CURRENT POSITIONS:**

1. Name of Employer: Position Held: Key Responsibilities:	Gina Mthembu Incorporated Legal Practitioner Founder and Director of the firm in charge of all Legal work in the firm.
Duration:	2004 to date
2. Name of Employer: Position Held: Key Responsibilities:	Mpumalanga Provincial Legislature Deputy chairperson of the Audit and Risk Committee The audit committee is established in accordance with the provisions of the Financial Management of Parliament Act (FMPLA) to oversee the financial reporting and disclosure process, monitor the choice of accounting

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Duration:	policies, oversee the performance and independence of external auditors and exercise oversight on regulatory compliance of the Legislature. 01 April 2021 to 31 March 2024
<p>3. Name of Employer:</p> <p>Position Held:</p> <p>Key Responsibilities:</p> <p>Committees:</p> <p>Duration:</p>	<p>Council for the Built Environment</p> <p>Council member appointed by the Minister of Public Works.</p> <p>Corporate governance, advise the Minister on the Built Environment legislative and policy issues. The CBE is a regulatory body for six built environment professions which include Engineering, Property valuation, Project Management and Construction, Quantity surveying, Architecture and Landscape Architects.</p> <p>Audit and Risk committee, Finance Committee, Human Resources, Presidents' forum and EXCO</p> <p>1 November 2018 to 30 November 2022</p>
<p>4. Name of Employer:</p> <p>Position Held:</p> <p>Key Responsibilities:</p> <p>Committees:</p> <p>Duration:</p>	<p>Luthuli Museum</p> <p>Council member (appointed by the Minister DASAC)</p> <p>Strategic duties and governance of the museum</p> <p>Member of the Finance committee Chairperson of the HRREMCO</p> <p>2020 to 2023</p>

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**PREVIOUS DIRECTORSHIPS/COMMITTEES AND POSITIONS:**

1. Name of Employer Position Held:	Tembe Elephant Park Member of the Local Board (Deputy Chair), appointed by MEC for Economic Development in KwaZulu Natal
Duration	2015 to 2018(contract expired)
2. Name of Employer: Position Held:	Jozini Local Municipality Member of the audit and Performance committee
Duration:	2015 to 2018(contract expired)
3. Name of Employer: Position Held:	KwaZulu Natal Provincial Treasury Member of the Municipal Bid Appeals Tribunal appointed by the MEC for Finance in KwaZulu Natal.
Key Responsibilities:	Resolve Procurement disputes, Appeals and complaints within the municipalities in KwaZulu Natal.
Duration:	2019 to 2022.
4. Name of employer Position held:	uMunduzi Museum Member of the audit and Risk committee
Responsibilities:	The audit committee is established in accordance with the provisions of the PFMA to oversee the financial reporting and disclosure process, monitor the choice of accounting policies, oversee the performance and independence of external auditors and exercise oversight on regulatory compliance of the entity.
Duration:	February 2020 to 30 November 2020 (Contract expired)
5. Name of Employer Position Held:	Umvoti Municipality Member of the audit committee Audit committee responsibilities as explained above in 4. I was also a member of the Disciplinary Board for Financial misconduct.

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Duration	01 May 2018 to 30 May 2021 (Contract expired)
6. Name of Employer:	KwaZulu Natal Gaming and Betting Board
Position Held:	Board Member
Duration:	2015 to 2018 (contract expired)
Committees:	Human Resources committee Public Hearings committee.
7. Name of Employer:	KwaZulu Natal Liquor Authority
Position Held:	Chairperson of the local committee (Umkhanyakude)
Duration:	2015 to 2018(contract expired)
Duties:	Adjudication on liquor licence applications
8. Name of Employer:	Council for Social Services Professions (SACSSP)
Position Held:	Board member
Duration:	2019 to 2021
Committees:	Professional board for Social Work, Professional Conduct Committee Committee on Disciplinary hearings
9. Name of Employer:	KZN COGTA (MPRA project)
Position Held:	Chairperson of the Valuation Appeals Board
Duration:	2014 to 2017, 2017 to 2020

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## **EDUCATION AND QUALIFICATIONS**

### **TERTIARY EDUCATION:**

Name of Institution Course: Year:	University of South Africa Master of Laws (LLM) 2022
Name of Institution Course: Year:	University of South Africa Post graduate certificate in Labour Law (NQF 8) 2017
Name of Institution: Course: Year:	University of South Africa Certificate in Corporate governance (NQF 5) 2015
Name of Institution: Course: Year:	University of South Africa Advanced Certificate in Sourcing and Supply Chain Management (NQF 7) 2015
Name of Institution: Course: Year:	University of the Western Cape LL. B Degree 2001
Name of Institution: Course: Year:	Lead with Unisa E-Certificate in Customary Law 2018
Name of Institution:  Course: Year Award:	Institute of Directors Southern Africa (IoDSA) Company Direction 2019 Admitted as certified Director on 7 November 2019.  <b>MODULES PASSED:</b>  -Finance for non-financial managers -Corporate governance -Governing body's role in ethics, strategy, and performance -Governing body's role in risk, compliance, technology, and assurance -Increasing governing body effectiveness -Governance of ethics

### **BASIC EDUCATION:**

1. MATRICULATED AT DLANGEZWA HIGH SCHOOL

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**YEAR: 1996**

**LANGUAGE SKILLS:**

LANGUAGE	READING	SPEAKING	WRITING
ISIZULU	GOOD	GOOD	GOOD
ENGLISH	GOOD	GOOD	GOOD
AFRIKAANS	GOOD	POOR	FAIR

**INFORMAL TRAINING AND SEMINARS ATTENDED**

1. DRAFTING OF CONTRACTS
2. COMMERCIAL LAW
3. MEDIATION SKILLS DEVELOPMENT
4. COURT ALLIGNED MEDIATION
5. ADMINISTRATIVE SCRUTINY: Tenders And Licencing
6. CORPORATE GOVERNANCE offered by Black Management Forum

**LEADERSHIP, ADMINISTRATION AND MANAGEMENT EXPIRENCE**

- I established my law firm in 2004. I am responsible for all legal work that is handled by the firm. I manage resources of the firm. I also manage employees of the firm. I make sure that the firm thrives in changing times. I pride myself in having trained six (6) legal practitioners from disadvantaged backgrounds. After spending years at varsity legal practitioners still need an opportunity for practical training and mentorship. I am happy that I have been able to make a difference in the lives of others. Some of the practitioners hold high positions in government today. During the worldwide pandemic I was able to oversee adherence to occupational health protocols to ensure that the entity provides safe work environment.
- In 2005 I was appointed as a board member in a community-based enterprise called Coastal Cashews which is based in Kosi Bay KwaZulu Natal. I served in the entity for 10 years. I always provided the leadership that the enterprise required, and I gained experience in governance.
- I am the Deputy chairperson of the Audit committee of the Mpumalanga Provincial Legislature, This means that I chair the audit committee when the chairperson is not available. This is an important leadership position which has strengthened my talent in leadership.
- I have served as a chairperson of the local committee of the KwaZulu Natal Liquor

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Authority. This is another leadership position which requires an individual who can lead especially as for as preparations for the meeting agenda and leading the meetings.

- I am also a commissioner of the Small Claims Court appointed by the Minister of Justice. The position requires an individual with fit and proper personality and an individual who can lead without any fear.
- As a member of numerous audit committees, I ensure that entities prepare credible reporting Information including financial statements and performance reports

#### **SKILLS OBTAINED:**

1. **LEGAL SKILLS-** I come from a legal background, I am a practising attorney with 21 years of professional experience. I deal mostly with both civil and criminal litigation, contract law, procurement legislation, administrative law, company, and governance protocols. I easily understand legal problems including those that public entities face from time to time.
2. **PUBLIC SECTOR UNDERSTANDING-** I have been working for numerous government structures for some time as a result I understand both the public and the private sector.
3. **COMPLIANCE-** I have served in numerous committees where matters of compliance and internal controls are reported as a result, I have taught myself to pay attention to detail. I have served in the Municipal Bid Appeals Tribunal which has trained me to understand almost all procurement irregularities. This has been a great advantage because of the training I have received from Treasury to discharge my duties well.
4. **POLICY FORMULATION AND REVIEW-** I have served in numerous board positions where issues of strategy are positioned. Policies are a map towards the intended goals and as a result they pass the SMART principle. I have over the years taught myself to formulate realistic and achievable strategies. In my firm I deal with commercial transactions which gives better understanding of company direction which includes formulation, interpretation of contracts and policy formulation.
5. **LEADERSHIP-** I am currently the deputy chairperson of the Audit and Risk committee of the Provincial Legislature (Mpumalanga Province) I assume the duties of the chairperson when the chairperson is not available. I monitor adherence to budget to avoid unauthorised expenditure. I ensure that internal controls and accountability policies are in place. I also assist the Legislature to adhere to legal prescripts.
6. **LABOUR PROTOCOLS-** As a director in my firm I oversee adherence to occupational health protocols, I ensure that the entity provides safe work environment.
7. **MFMA/PFMA COMPLIANCE CHECKS AND BALANCES-** As a member of numerous audit committees, I ensure that entities prepare credible reporting documents which include financial statements, performance reports and ensure that credible information is included in the annual report.

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8. **RISK MANAGEMENT-** As a member of numerous audit committees I ensure that entities follow a proper risk management framework to keep entities thriving in difficult times.
9. **CORPORATE GOVERNANCE AND STRATEGIC DIRECTION-** King IV emphasises ethical leadership, as a result I value ethics. I embrace the King IV principles of Governance.

**COMMUNITY DEVELOPMENT AND PROJECT PARTICIPATION:**

1. In 2016 to 2017, I participated in a door-to-door campaign to encourage the community to vote in local government elections in my community
2. During March 2018 I participated in a campaign to encourage community members to check if their residential details on IEC database and encourage them to vote in the 2019 Elections.
3. I participate in various THUMÁ MINA campaigns which are aimed at changing lives in the community. In one of the campaigns a house was built for a community member in need.

**REFERENCES**

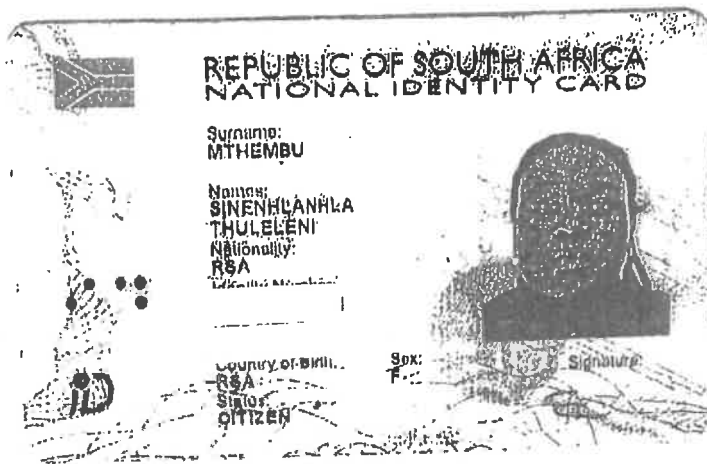
COMPANY NAME: KwaZulu Natal Gaming and Betting Board  
 NAME: Mr. D E Mpanza  
 POSITION HELD: Former colleague  
 CONTACT DETAILS:  
 Work Relationship: contact was a colleague at the Gaming and Betting Board

COMPANY NAME KwaDukuza Municipality  
 NAME Ms S Ngiba  
 POSITION HELD Former MM of Umvoti Municipality  
 CONTACT DETAILS  
 Work Relationship Contact is a former colleague at Umvoti Municipality

COMPANY NAME Mpumalanga Provincial Legislature  
 NAME Ms. Claudia Qwabe  
 POSITION Manager (Governance)  
 CONTACT DETAILS  
 Work Relationship Colleague

**MEMBERSHIPS:**

1. Legal Practice Council
2. KZN Society of Mediators
3. Black Lawyers Association
4. Institute of Directors Southern Africa (IoDSA)
5. Association of Arbitrators (Southern Africa)



Conditions: This card has been issued by the Department of Home Affairs in terms of the Identification Act, Act 68 of 1997.

Date of Issue: 14 MAR 2016

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EK SERTIFISEER DAT NERDIE DOKUMENT 'N WARE AFDRUK (AFSKRIF) IS VAN DIE OORSPRONKLIKE DOKUMENT WAT AAN MY VIR WAARNEMING VOORGELE IS. EK VERBODEN NIEER DIT, VOLGENS MY WAARNEMINGS, DAAR NIE 'N WYSIGING OF VERANDERING OP DIE OORSPRONKLIKE DOKUMENT AANGEBRAGTE IS.

I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY) OF THE ORIGINAL DOCUMENT WHICH WAS HANDED TO ME FOR AUTHENTICATION. I FURTHER UNDERTAKE THAT NO ALTERATIONS, AMENDMENTS OR A CHANGE HAS NOT BEEN MADE TO THE ORIGINAL DOCUMENT.

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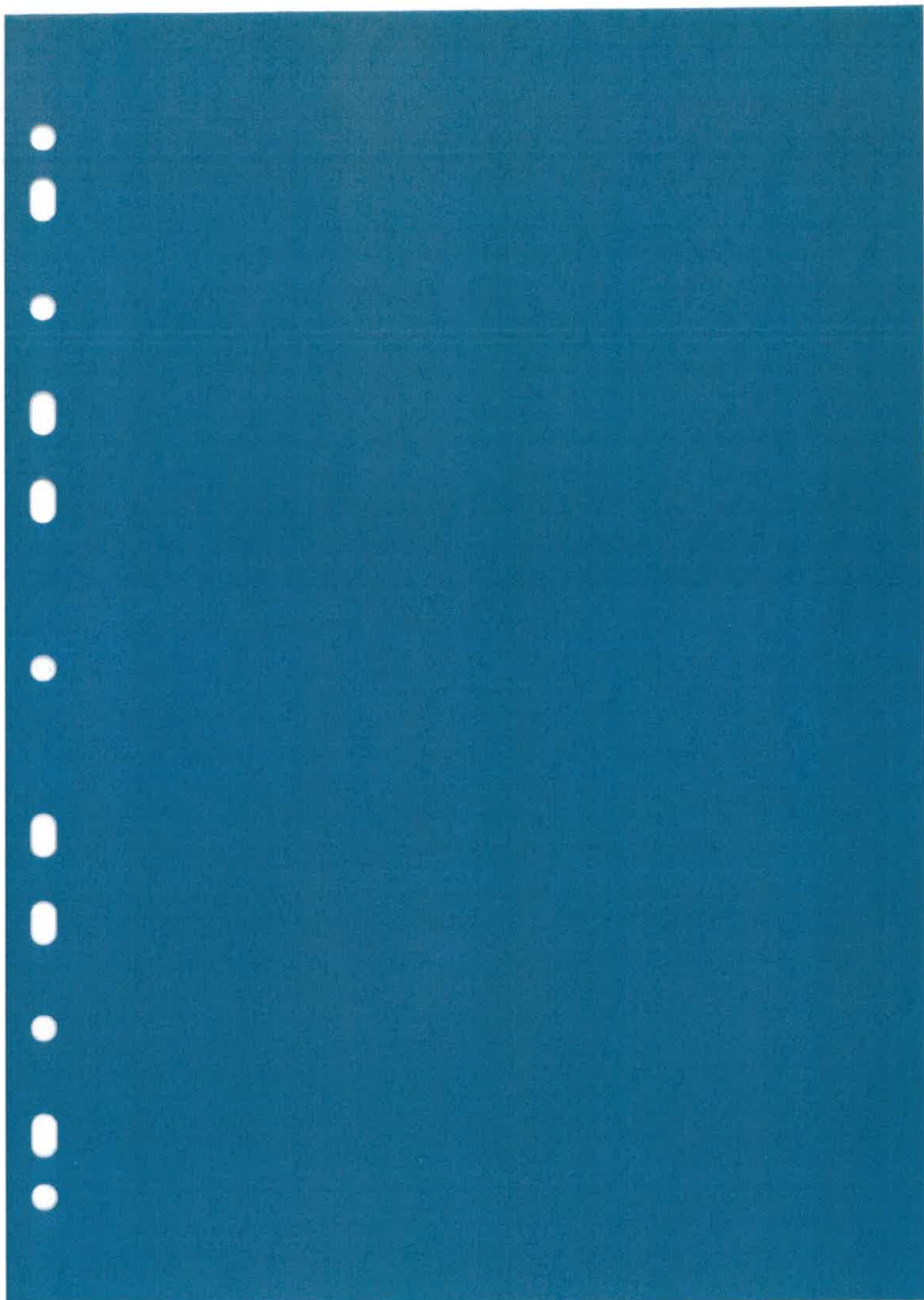
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NAAM IN DRUKSKRIF / NAME IN PRINT: *D. M. Nkomo*

**SOUTH AFRICAN POLICE SERVICES**  
THE STATION COMMANDER  
25 NOV 2022  
JOZINI SAPS  
**SOUTH AFRICAN POLICE SERVICES**

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**PROF. DR SETLHOMAMARU  
ISAAC DINTWE**





**Professor Boitumelo Mmusinyane**  
Faculty of Law, North West University

06 March 2023

Attention: **Ms K Moretlwe**  
The Secretariat of the JSC  
Office of the Chief Justice  
14<sup>th</sup> Road, Noordwyk  
Midrand

By Email:

And to :

Greetings

**NOMINATION OF PROF. DR SETLHOMAMARU DINTWE AS A MEMBER OF THE  
ELECTORAL COMMISSION**

The purpose of this epistle is to nominate Prof. Dr Setlhomamaru Dintwe (Prof Dintwe) to serve as a Member of the Electoral Commission on a full time basis. It is my considered view that his candidature and a potential consideration could bring a wealth



of experience and contribution to the Electoral Commission, its mandate as well as legislated objectives.

## **1. Cumulative experience**

- 1.1. Prof Dintwe completed his five-year tenure on 15 March 2022 as the Inspector-General of Intelligence (IGI) after being appointed by the then State President and performed those duties from 15 March 2017. In this position, he was the Head of a Constitutional Body responsible for the overall management at an executive level.
- 1.2. He was involved in the provision of strategic direction for the Office of the Inspector-General of Intelligence (OIGI) and responsible for management leadership of that office reporting to the State President and the Parliament through a Committee called the Joint Standing Committee on Intelligence (JSCI).
- 1.3. Amongst his many roles, he had to ensure that there is compliance with the Public Finance Management Act, The Secret Service Accounts Act and the Constitution internally as well as within the three State Intelligence Services, namely, The State Security Agency (SSA), The Crime Intelligence Division of the South African Police Service (SAPS-CI) and the Defence Intelligence Division of the South African National Defence Force (SANDF-DI).
- 1.4. Further than that and due to the nature of the Intelligence fraternity, there is an Academy which only trains the intelligence officers and Prof Dintwe was involved in teaching and learning, awareness programmes, applying for accreditation, budgeting and other associated areas.
- 1.5. Prof Dintwe never ceased to contribute in scholarship and he is currently a Masters and Doctoral Research Supervisor in the College of Law of the University of South Africa (Unisa). He recently chaired a three member Panel which reviewed a Programme Bachelor of Arts in Police Science and Bachelor of Forensic Science and Technology at Unisa.
- 1.6. Prior to that, Prof Dintwe have worked for the University of South Africa as from 02 January 2007 in different capacities in the College of Law as a lecturer, Senior Lecturer, Associate Professor and also acted as a Head of Department Police Practice until 28 February 2017.

- 1.7. During this time he was involved in teaching and learning which formed a bulk of his key performance areas, to wit, research, community engagement and administration which included promotion of advocacy education at the departmental level.
- 1.8. After being promoted to the position of a Senior Lecturer and Associate Professor later, his management role in the department was elevated and this included representing the Department in other Committees of the University that made critical decisions including the implementation of the academic plans of the University and stakeholder management.

## **2. Qualifications**

- 2.1. Academically, Prof Dintwe possesses a Bachelor of Criminal Justice (North-West University), Bachelor of Technology in Policing (Technikon Southern Africa), Master of Technology in Forensic Investigations as well as a Doctor of Literature and Philosophy (University of South Africa).
- 2.2. Prof Dintwe has also completed several qualifications which are accredited and registered by different Sectoral Education and Training Authorities and these are:
  - 2.2.1. 2008 : Assessor Programme: Unit Standard 115753
  - 2.2.2. 2008 : Assessor Programme: Unit Standard 115755
  - 2.2.3. 2008 : Moderator Programme: Unit Standard 115759
  - 2.2.4. 2009 : Design OB learning programmes: Unit Standard 123401
  - 2.2.5. 2009 : Develop OB learning programmes: Unit Standard 123394
  - 2.2.6. 2010 : Skills development facilitation: Unit Standards 252041; 15221; 15232; 15217; 15228 and 15227
  - 2.2.7. 2011 : Facilitate learning based on the outcomes of the US: Unit Standard 117871
  - 2.2.8. 2011 : Certificate on Organised Crime: ISSOC, Ohrid, Yugoslavian Republic of Macedonia

### **3. Suitability of the Nominee**

- 3.1. Prof Dintwe is a South African citizen, who is fit and proper as well as not having any high party political profile.
- 3.2. Prof Dintwe is a specialist in oversight as well as democratic governance and this is evidenced by a successful completion of his previous role. He believes in advocacy for independence especially in government's agencies and have conducted research and published in this area.
- 3.3. Prof Dintwe is an academic, technocrat, researcher and an author. His scholastic prowess is well documented and so it is with his involvement in the public sector and Institutions of Higher Learning both in scholarship and management.
- 3.4. I therefore profess the following:
  - 3.4.1. Prof Dintwe has adequate knowledge of management of a Constitutional Body, and this experience can be transferred into the general management of elections in our Country,
  - 3.4.2. He is well acquainted with the constitutional values which include but are not limited to freedom, fairness, equality and human dignity,
  - 3.4.3. As an educationist, Prof Dintwe will be able to contribute meaningfully in voter education as well as research in the associate fields. He is a scholar and broadly published an excess of ten articles in accredited journals including editing a book titled ' Forensic Investigation: Legislative Principles and Investigative Practices',
  - 3.4.4. He understands the principles of dispute resolution which he consistently conducted as an IGI as well as research involvement in conflict within the context of state security.

I hereby recommend and nominate him as one of the candidates because with his expertise and thorough knowledge of the education, management and research, the Electoral Commission will be honoured to have him as one of the professionals likely to make an impactful contribution and shape our democracy.

I hope my nomination of Prof Dintwe will sustain your favourable consideration.

Regards

Professor Mmusinyane



Prof Tumi Mmusinyane

Associate Professor of law at the North West University Mahikeng campus, Doctorate Degree in Law -LLD-Housing Law (Unisa); Masters in Law-LLM-Human Rights Law (University of Pretoria-; LLB degree (Vista Bloemfontein); Advance Certificate in Labour Law (Unisa); Commercial Mediation Certificate (Conflict Dynamics), Advance Construction Contracts Certificate (University of Pretoria); Intellectual property certificate; Diploma in Human Rights (Abo Akademi University-Finland).

S

**Professor Setlhomamaru Dintwe**  
F/ Inspector-General of Intelligence  
Masters and Doctoral Research Supervisor  
College of Law  
University of South Africa

06 March 2023

**Ms K Moretlwe**

The Secretariat of the JSC  
Office of the Chief Justice  
Midrand

Dear Madam

**ACKNOWLEDGEMENT AND CONFIRMATION OF NOMINATION AS A MEMBER  
OF THE ELECTORAL COMMISSION**

The purpose of this letter is to confirm and acknowledge that Prof Mmusinyane made me aware of the nomination of myself as a Member of the Electoral Commission. I declare that I do not have any objections to such a nomination and wish to avail my candidature as a full time member of the Electoral Commission.

I have proffered him with my further details and commit to submit such to the Office of the Chief Justice should that need arise.

Regards



**Prof SI Dintwe**



**Curriculum Vitae of  
Prof. Dr Sethomamaru Isaac Dintwe**

**SURNAME** : Dintwe **FULL NAMES** : Setlhomamaru Isaac  
**ID NUMBER** **GENDER** : Male  
**DATE OF BIRTH** : 10 October 1976 **HOME TOWN** : Mahikeng  
**DRIVER'S LICENCE** : Code EB **MARITAL STATUS** : Married

Qualifications	Institution and year of completion	Knowledge
Doctor of literature and philosophy (DLitt et Phil) (Police Science with specialisation in Forensic Investigations)	University of South Africa 2014	The forensic investigation ethics were discussed. This included the accessing of intelligence by private investigators and its ramifications. A regulatory framework in the forensic investigations milieu was developed.
Master of Technology in Forensic Investigations	University of South Africa 2010	Forensic methods and techniques were studied within the realm of management of the forensic and criminal intelligence fraternity
Bachelor of Technology in Policing	Technikon Southern Africa 2003	the following subjects were studied: <ul style="list-style-type: none"> <li>• Police management</li> <li>• Leadership management</li> <li>• Policing principles</li> <li>• Investigation of crime</li> <li>• Research methodology</li> </ul>
Bachelor of Criminal Justice	North West University 1998	Undergraduate qualification focusing on various issues of Criminology, Sociology of crime and Penal systems. This included an introduction to criminalistics and intelligence gathering
Extra-Curricular diploma: organised crime	European Union, Ohrid Republic of Macedonia 2011	Organised by the European Union and attended in the former Yugoslavian Republic of Macedonia. The candidate learnt how the tax havens are created, the human trafficking and the movement of cartels and proceeds of crime as well as the intelligence responses available
Senior certificate (Matriculation)	Barolong High School 1994	Completed six subjects as per the requirements of the Council

## OTHER QUALIFICATIONS

- 2008** : Assessor Programme: Unit Standard 115753  
**2008** : Assessor Programme: Unit Standard 115755  
**2008** : Moderator Programme: Unit Standard 115759  
**2009** : Design OB learning programmes: Unit Standard 123401  
**2009** : Develop OB learning programmes: Unit Standard 123394  
**2010** : Skills development facilitation: Unit Standards 252041; 15221; 15232; 15217;  
15228 and 15227  
**2011** : Facilitate learning based on the outcomes of the US: Unit Standard 117871  
**2011** : Certificate on Organised Crime: ISSOC, Ohrid, Yugoslavian Republic of Macedonia

## EMPLOYMENT HISTORY

- 2023 Feb to date** : Masters and Doctoral Research Supervisor  
Department Police Practice  
University of South Africa
- : Chairperson of the Panel of Reviewers  
Review of Bachelor of Arts in Police Science  
College of Law  
University of South Africa
- 2017 March to 2022 March** : Inspector-General of Intelligence  
Republic of South Africa  
(5 years tenure completed on 15 March 2022)
- 2016 Feb to 2017/03** : A/Head of Department: Police Practice Department  
College of Law, University of South Africa  
(Associate Professor)
- 2014 Aug to 2015/01** : Deputy Director: Research and Policy: Gauteng Department  
of Community Safety (6 month ad hoc post)



- 2012 Jan to 2017 Feb** : Steering Committee member and Coordinator: Paarl SAPS Academy (UNISA and SAPS Collaboration) (5.4 years)
- 2011 Jan to Feb 2016** : Senior Lecturer- Department Police Practice, School of Criminal Justice. University of South Africa
- 2007 January to 2010/12** : Lecturer- Department Police Practice, School of Criminal Justice, University of South Africa
- 2006 August to 2006/12** : Assistant Director- Investigations: Mpumalanga Provincial Office: Independent Complaints Directorate (Promotion)
- 2006 January to 2006/08** : Principal Investigator- Anti Corruption Command: Independent Complaints Directorate (Promotional transfer)
- 2001 June to 2005/12** : Detective- Boitekong Detective Branch: South African Police Services
- 2000 October to 2001/05** : Police Constable- Client Service Centre: Boitekong Police Station: South African Police Services
- 1998 October to 2010/09** : Student Constable: SAPS Pretoria West College
- 1998 January to 1998/09** : Trustee of West Rand Consolidated Mines: Kalahari Goldridge Mining Company (now Harmony Gold)
- 1997** : Student Prosecutor: Atamelang Magistrate Court: University Practical

Position	Organisation	Key responsibilities	Managed people and budget
<p>Inspector-General of Intelligence</p> <p><b>5 year tenure (March 2017 to March 2022)</b></p>	<p>Office of the Inspector-general of Intelligence (OIGI)</p> <p><b>Report to:</b></p> <ul style="list-style-type: none"> <li>• The State President</li> <li>• Parliament</li> </ul>	<p>Executive management of the Inspectorate</p> <ul style="list-style-type: none"> <li>• Development and implementation of strategy</li> <li>• Stakeholder management</li> <li>• Budgetary decision making (Capital and Operational)</li> <li>• Management of OIGI operations</li> <li>• People management</li> <li>• Total resource management (Capital and personnel)</li> <li>• Monitoring, Review and Investigations of high profile cases in Crime Intelligence, State Security Agency and Defence Intelligence</li> <li>• Perform any function assigned by the State President or cabinet Ministers</li> </ul>	<p>The entire Inspectorate.</p> <p>Numbers not disclosed due to intelligence protocols</p>
<p>A/Head of Department And Associate Professor</p> <p><b>Cumulative 9 months</b></p>	<p>UNISA</p> <p><b>Report to:</b></p> <p>Deanery of the College of Law</p>	<p>Overall management of the Department Police Practice:</p> <ul style="list-style-type: none"> <li>• Research</li> <li>• Teaching and learning</li> <li>• Community engagement</li> <li>• Assessment and student centredness</li> </ul>	<p>25 academic staff, 2 administrators and 32 contract workers</p> <p>R25.4 Million per budget cycle</p>
<p>Project leader: Paarl</p>	<p>UNISA/SAPS Collaboration</p>	<ul style="list-style-type: none"> <li>• Budgetary issues</li> <li>• Steering committee</li> </ul>	<p>2 Unisa employees on site</p>

police Academy  <b>5.4 years</b>		<ul style="list-style-type: none"> <li>• Co-ordination</li> <li>• Stakeholder management</li> </ul>	<p>9 tutors</p> <p>R1.1 Million per budget cycle</p>
Senior Lecturer:  <b>5.2 years</b>	UNISA	<ul style="list-style-type: none"> <li>• Tuition: Teaching and postgraduate students' supervision on Forensic Investigation</li> <li>• Research of Policing, Forensic Investigation and Investigation of crime</li> <li>• Community engagement and outreach</li> <li>• Supervision and mentoring of junior staff</li> <li>• Management of subjects' stakeholders</li> <li>• Assessment and moderation</li> </ul>	<p>15 academic staff (lecturers) and 7 contract workers</p> <p>R5.5 Million per budget cycle</p>
Deputy-Director: Policy and Research  <b>6 months (secondment position)</b>	Gauteng Department of Community Safety	<ul style="list-style-type: none"> <li>• Develop a research and knowledge management strategy</li> <li>• Manage research staff and resources</li> <li>• Compile periodical reports</li> <li>• Conduct research on safety and security issues</li> <li>• Advise policy development and implementation process</li> <li>• Create partnerships with other research institutions</li> <li>• Community engagement</li> </ul>	<p>3 Assistant Directors and 7 Researchers</p> <p>Centralised budget</p>
Assistant Director: Investigations  <b>3 months</b>	IPID (Mpumalanga)	<ul style="list-style-type: none"> <li>• Human, Capital, Budget and total resource management</li> <li>• Supervise the component staff</li> <li>• Act as provincial head when required</li> <li>• Investigation of high profile cases in the province</li> <li>• Testify in court</li> <li>• Compilation of periodical reports</li> </ul>	Centralised budget

Principal Investigator	IPID (Anti-Corruption Command)	<ul style="list-style-type: none"> <li>Investigate all corruption cases against the police nationally</li> </ul>	N/A
9 months			

## RESEARCH AND ACADEMIC CONFERENCES

- 2007 July** : Forensic investigations strategies conference, Fourways- Johannesburg:  
Speaker: Reflections on the development of training in the field of Forensic Investigations
- 2008 October** : SAAPAM annual conference, Bloemfontein: Speaker: The oversight in the Criminal Justice system: A critical analysis
- 2008 December**: CODESRIA Conference, Yauonde, Cameroon: Speaker: The recent xenophobic attacks in South Africa: A crime or an opportunity?
- 2009 September**: CRIMSA Bi-Annual Conference, Pretoria: Speaker: Who is fooling who? The (in) consistency of the Parole Boards on medical paroles in South Africa
- 2010 November**: International Police Executive Symposium conference, Kerala State, India:  
Speaker: The survival of Community Policing in re-militarised police approach: a paradoxical case of South Africa
- 2012 March** : SAAPAM special conference celebrating the ANC centenary: Mangaung:  
Speaker: The African National Congress led government's (in)ability to counter public corruption: a forensic criminological perspective
- 2012 July** : International Police Executive Symposium 2012 Annual Conference: New York: Speaker: The (in)effectiveness of anti-corruption programme in addressing public corruption: a case of South Africa
- 2013 August** : SAAPAM Limpopo Chapter 2<sup>nd</sup> Annual Conference. Speaker: Procurement fraud red flags in the South African municipalities' corporate governance.
- 2014 march** : SAAPAM 14<sup>th</sup> Annual Conference. Mokopane, Limpopo. Speaker: developing an anti-corruption strategy for the South African public sector

**2014 August** : International police Executive Symposium 2014 Annual Conference: Sofia, Bulgaria: Speaker: An assessment of Audit Committees' effectiveness in the public sector: A South African perspective

#### **RESEARCH PUBLICATIONS**

1. How independent is the South Africa's Independent Complaints Directorate: *Acta Criminologica* 21(2) 2008 (co-published)
2. The oversight in the Criminal Justice system: A critical analysis: *Journal of Public Administration* Vol 4 (special edition) 2009
3. The skills shortage in the Public Sector: *UNISA Student Chat Journal* Vol 2 2010
4. Nascent policy framework regulating medical parole: *Journal of Public Administration* Vol 46 number 4
5. The survival of Community policing in a re-militarised police approach: a Paradoxical case of South Africa: *Global Community Policing-problems and challenges: Chapter 12: (ed) A Verma, DK Das & M Abraham: Taylor & Francis publishers*
6. The African National Congress led government's (in)ability to counter public corruption: a forensic criminological perspective: *The Journal of Africa's Public Service Delivery and Performance Review*. Vol 2 2013
7. Procurement fraud red flags in the South African municipalities' corporate governance. SAAPAM Limpopo Chapter 2<sup>nd</sup> Annual Conference. Conference proceedings 2013: ISBN 978-0-620-56772-5 (Co-authored with MM Matlala)
8. A perspective of white collar crime as a global financial problem. 1<sup>st</sup> International conference on development finance and economic transformation. Conference proceedings 2013: ISBN 978-0-9921971-1-7 (Co-authored with M Montesh and B Mmusinyane)
9. The role of digital evidence in investigation of cartels in South Africa. 1<sup>st</sup> International conference on development finance and economic transformation. Conference proceedings 2013: ISBN 978-0-9921971-1-7 (Co-authored with M Montesh and V Basdeo)
10. The [in] effectiveness of Anti-Corruption programmes in addressing public sector corruption. *The Journal of Public Administration*. Vol 48 (4) 2013

11. Developing an anti-corruption strategy for the South African public sector. The journal of Public Administration. Vol 49 (1) 2014
12. An assessment of Audit Committees' effectiveness in the public sector. Mediterranean Journal of Social Sciences. Vol 5 (17)
13. Demystifying the meaning of forensic investigation: A qualitative case of South Africa. Acta Criminologica: African Journal of Criminology and Victimology vol 28(3) 2015
14. Understanding the profile of a nyaope addict and its connotations for law enforcement agencies. Acta Criminologica: African Journal of Criminology and Victimology vol 32 (1) 2019

#### **BOOKS AUTHORED OR EDITED**

15. Co-Editor of a forensic investigation book:

Dintwe S & Zinn, R. 2015. *Forensic Investigation: Legislative Principles and Investigative Practice*. Lansdowne: Juta Law

#### **OTHER ACHIEVEMENTS**

- 1997** : Founder member: Student Religious Fraternity- North West University (NWU)
- 2001** : Best academic student: Pretoria West Police Training College
- 2001** : Best student bursary recipient: Technikon Southern Africa
- 2006** : Best Master of Technology student in the field of policing: Awarded by the Policing Association of Southern Africa (POLSA)

#### **OTHER COMPETENCIES**

- Ms Word, Power point, Spreadsheet, E-mail and internet
- Group facilitation
- Community and stakeholder engagement
- Report and article writing

15

**REFEREES**

<b>NAME</b>	<b>RELATIONSHIP TO APPLICANT</b>	<b>INSTITUTION/ORGANISATION</b>	<b>CONTACT DETAILS</b>
Prof Rushiela Songca	Vice Chancellor (Former Executive Dean of College of Law: UNISA)	Walter Sisulu University	
Ms Tebogo Umanah	Former manager Current: general Manager: Policy analysis and Strategic projects	Tourism Business council of South Africa	
Prof David Masiloane	Former Director of School of criminal Justice, Unisa	University of South Africa	
Prof Rika Snyman	Former Chair of Department Current: Professor	University of South Africa	
Mr Carl Dibetso	Oversight Principal Officer and member of the Executive Committee: Office of the Inspector-General of Intelligence	Office of the Inspector General of Intelligence	

**GEREGISTREERDE WOON- EN POSADRES**

1. Behaar die bewys van u GEREGISTREERDE WOON- EN POSADRES in hierdie sakke.

2. Indien u van adres verander het, of indien besonderhede van u huidige adres, bv. straatnaam en/of nommer, ens. verander het, moet die vorm **KENNISGEWING VAN ADRESVERANDERING**, wat in die sakke agter in die identiteitsdokument is, gebruik word om die verandering aan te meld en moet dit ingedien word by of opges word aan die nasate streeks- distrikantoor van die DEPARTEMENT VAN BINNELANDSE SAKE.

**REGISTERED RESIDENTIAL AND POSTAL ADDRESS**

1. Keep the proof of your REGISTERED RESIDENTIAL AND POSTAL ADDRESS in this pocket.

2. If you have changed your address, or if particulars of your present address, e.g. name of street and/or street number, etc. have been changed, the **NOTICE OF CHANGE OF ADDRESS** form in the pocket at the back of the identity document must be used to report the change and it must be handed in at or posted to the nearest regional/district office of the DEPARTMENT OF HOME AFFAIRS.

**I.D.No.**



**S.A. BURGER/S.A. CITIZEN**

**VAN/SURNAME**  
**DINTWE**

**VOORNAME/FORENAMES**  
**SETLHOMAMARU ISAAC**

**GEBOORTE-STRUK OF LAND/  
DISTRICT OR COUNTRY OF BIRTH**  
**SOUTH AFRICA**

**GEBOORTE- / LEW  
DATE OF BIRTH**      **1976-10-10**



**DATUM UITGE-  
DATE ISSUED**  
**2004-08-27**

UITGEDEEN OF BEHAAL VAN DIE  
DIRECTOR-GENERAAL  
BINNENLANDSE SAKE

ISSUED BY AUTHORITY OF THE  
DIRECTOR-GENERAL  
HOME AFFAIRS

**DRIVING LICENCE**      **S.A.C.C. ZA**      **SOUTH AFRICA**

**CARTAGE CONDUCTOR**

**SI DINTWE**

**ID.NO.**

**BIEN**

**LIJENSNO.**

**VALID**

**ISSUE**

**CLAS**

**VERBODEN/RESTRIKSIES**

**FIRST ISSUE**



**SIGNATURE**

*[Handwritten Signature]*

**721750-44**      **FAW0**      **CS1**

**S.I. Mkhethwa**

**SAUTS AFRICAANSE POLIS**

**2023-03-01**

**KEIGERSDORP**

**SOUTH AFRICAN POLICE SERVICE**

**A**





MINISTER IN THE PRESIDENCY  
REPUBLIC OF SOUTH AFRICA  
P.O. Box 12006, Sandton 2008, Tel: +27 (0) 11 206 1121 Fax: +27 (0) 11 206 1122  
[www.ministerofpresidency.gov.za](http://www.ministerofpresidency.gov.za)

**LETTER OF APPRECIATION ON COMPLETION OF FULL TERM BY DR S DINTWE  
AS THE INSPECTOR GENERAL OF INTELLIGENCE**


Dear Dr S. Dintwe,

On behalf the South African public, I wish to extend my sincere gratitude to you for serving the country to the best of your abilities.

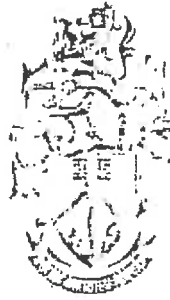
Your dedication to the oversight work of the intelligence community is commendable. As your term as an Inspector General of Intelligence has come to the end, allow me to extend my sincere best wishes for your future endeavours.

I have no doubt that apart from the service you have rendered to our country in this very challenging portfolio you have risen above it all, and you will continue to serve any other capacity.

Yours sincerely

  
MR MONDLI GUNGUBELE, MP  
Minister in the Presidency  
Date: 15/03/2022

South African  
Certification Council



Suid-Afrikaanse  
Sertifiseringsraad

# SENIOR CERTIFICATE SENIOR SERTIFIKAAT

Awarded to / Toegeken aan

SETLHOMAMARU ISAAC DINTWE

Date of Birth

1976-10-10

Gebaortedatum

Subjects passed / Vakke gestlaag

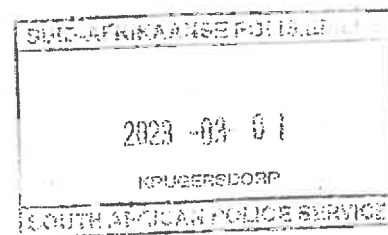
Tswana : First Language / Eerste Taal  
 Afrikaans : Second Language / Tweede Taal  
 English : Second Language / Engels : Tweede Taal  
 Biology / Biologie  
 History / Geskiedenis  
 Agricultural Science / Landbouwetenskap  
 Aggregate / Groototaal

HG	A	80%-100%
HG	D	50%-59%
HG	B	70%-79%
HG	D	50%-59%
HG	C	60%-69%
HG	E	40%-49%
	M	1200-1439

\*\*\*\*\*

\*\*\*\*\*

721750 44 DINTWE  
 SETLHOMAMARU  
 S. J. M. Mthethwa



**ENDORSEMENT**

This candidate has complied with the minimum statutory matriculation requirements for admission to bachelor's degree study at a university in the Republic of South Africa.

**ENDOSSEMENT**

Hierdie kandidaat voldoen aan die minimum statutêre matrikulasie vereistes vir toelating tot baccalaureusgraadstudie aan 'n universiteit in die Republiek van Suid-Afrika.

With effect from

DECEMBER / DESEMBER 1994

Met ingang van

Executive Officer

J. Selitz

Uitvoerende Beampte

This certificate is issued without alteration or erasure of any kind

Hierdie sertifikaat word uitgereik sonder verandering of uitwissing van enige aard



81222

19



# University of North-West

This is to certify that

SETHONWARI ISAAC DINHE

having complied with the requirements of the Act and Statutes was admitted to the

**Degree**

of

**Bachelor of Criminal Justice**

at a Congregation of the University held on

17 APRIL 1998

  
Registrar

  
Dean

  
Vice-Chancellor



SOUTH AFRICAN POLICE SERVICE  
2023-03-01  
KRUGERSDORP

7217504  
S7 Mhefiso  
SIGNATURE  
ST



SOUTH AFRICAN POLICE SERVICES  
 2003-03-01  
 (KRU)ENSOORP

7217 SA  
 S.T. Mikehanya  
 SIGNATURE  
 CST

TECHNION SA

THE DEGREE  
**BACCALAUREUS  
 TECHNOLOGIAE**

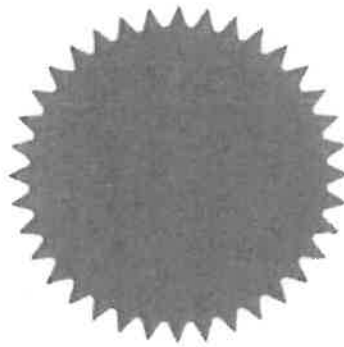
**POLICING**  
 Is awarded to

**SETLHOMAMARU ISAAC DINTWE**

Date of Birth  
 1976/10/10

Student Number

with effect from  
 2003/03/01



Registrar

Principal / Vice Chancellor

No. B 1905

Issued by Technion SA in terms of the Higher Education Act, 101 of 1997 as amended

03F 064V

21

7217504-4 FANG  
S.T. Mthethwa  
UNISA



SOUTH AFRICAN QUALIFICATIONS AUTHORITY  
KIRKENWOOD  
2023-02-01


*We certify that*

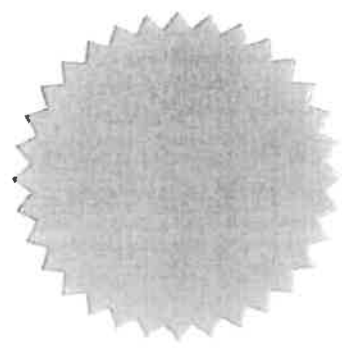
**Setlhomamaru Isaac Dintwe**

*having complied with the requirements of the Higher Education Act  
and the Institutional Statute, was admitted to the degree of*


**MAGISTER TECHNOLOGIAE:  
FORENSIC INVESTIGATIONS**

*at a congregation of the University  
on 17 May 2010*

  
\_\_\_\_\_  
Vice-Chancellor



  
\_\_\_\_\_  
Executive Dean

  
\_\_\_\_\_  
University Registrar

7312501-4  
S.I. Mthetheni  
UNISA  
ST



2023-09-01  
ISSUING DEPT  
SOUTH AFRICAN POLICE SERVICE

*We certify that*

**SETLHOMAMARU ISAAC DINTWE**

*having complied with the requirements of the Higher Education Act  
and the Institutional Statute, was admitted to the degree of*

**DOCTOR OF LITERATURE AND PHILOSOPHY**  
*in Police Science*

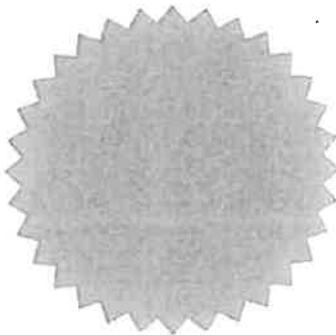
*at a congregation of the University  
on 18 September 2014*

*M. Mathanyane*

Vice-Chancellor

*P. Mthembu*

University Registrar



*R. Zungu*

Executive Dean

19861236897507G01081

UNISA POLICE SERVICE

23

# Certificate of Competence

AWARDED TO:

**SETLHOMAMARU DINTWE**

IDENTITY NUMBER : 7

FROM

**UNIVERSITY OF SOUTH AFRICA –**

**DEPARTMENT: POLICE PRACTICE**

FOR HIS PARTICIPATION IN THE

**ASSESSOR PROGRAMME**

UNIT STANDARD NO: 115753

**ETDP SETA**

EDUCATION, TRAINING & DEVELOPMENT PRACTICES – SECTOR EDUCATION TRAINING AUTHORITY

HE DEMONSTRATED COMPETENCE AGAINST THE FOLLOWING SPECIFIC OUTCOMES:

**DEMONSTRATE UNDERSTANDING OF OUTCOMES-BASED ASSESSMENT**

**PREPARE FOR ASSESSMENT**

**CONDUCT THE ASSESSMENT**

**PROVIDE FEEDBACK ON ASSESSMENTS**

**REVIEW ASSESSMENTS**

**DATE ACHIEVED: 03 JUNE 2008**

ASSESSED BY:



**JACQUES SMIT – ASMI6125**

**SYNERGY TRAINING CC**

CK 2002/070996/23

(The whole is greater than the sum of its parts)

ETDP 7243

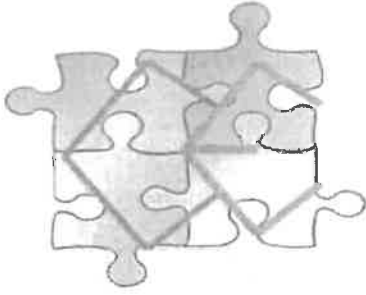
Certificate Number: 006/2008

Date Issued: 03/06/2008

121753  
S. Z. Mhahla  
SIGNATURE  
RANK

SOUTH AFRICAN POLICE SERVICE  
KRUGENSDORP  
2023-03-01

24



Competitive Edge  
Training and Consulting

ETDP ETQA Number: ETDP581ETQA518016REG  
Provider Code: POCOM100989600007582

## CERTIFICATE OF COMPETENCE

This is to certify that

*Setlhomamaru Isaac Dintwe*

I.D. Number :

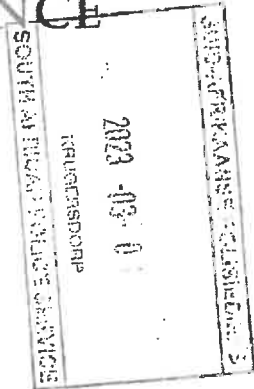
has been assessed and found competent against the unit standard

**Conduct Moderation of Outcomes-based Assessment :  
Unit Standard No. 115759**

on

**28<sup>th</sup> August 2008**

Certificate No. : **CE / 2008 / M0266**



7217504  
S.I. Mthethwa  
NAME  
SIGNATURE  
57

D.A. Muir



28<sup>th</sup> August 2008

Date



25





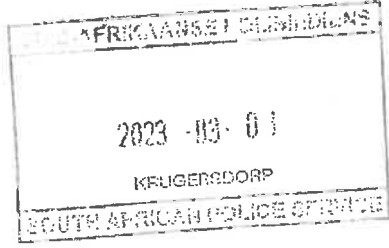
# Certificate of Competence

This is to certify that

**SI Dintwe**  
ID Number

*has been assessed and found competent against the following unit standard/s*

**DESIGN OUTCOMES-BASED LEARNING PROGRAMMES – 15 CREDITS (NQF 6) – 123401**  
**DEVELOP OUTCOMES-BASED LEARNING PROGRAMMES – 10 CREDITS (NQF 5) – 123394**



721750-14  
S.J. Mthethwa

09 July 2009 on \_\_\_\_\_ ETD2300  
Certificate Number

13 October 2009 Date



*Chairman*



CERTIFICATE

E D U T E L

WHOLESALE & RETAIL ACADEMY

Certificate of Competence

This is to certify that

SI Dintwe  
ID Number

has been assessed and found competent against the unit standard/s

SKILLS DEVELOPMENT FACILITATION BASED ON THE OUTCOMES OF THE UNIT STANDARDS

- Promote a learning culture in an organisation (US 252041) • Provide information and advice regarding skills development (US 15221)
- Coordinate planned skills development interventions in an organization (US 15232) • Develop an organizational training & development plan (US 15217)
- Advise on the establishment and implementation of a quality management system for skills development practices in an organisation (US 15228)
- Conduct skills development administration in an organization (US 15227)

10 August 2010

ETDP3133

011

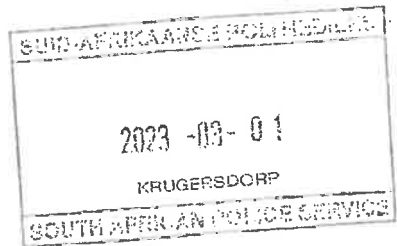
Certificate Number

09 November 2010

Date

Chairman

7217-5044  
S. J. Mthethwa  
SIGNATURE  
RANG  
RANK





# South African Police Service

*This is to certify that*

**DINTWE , SI**

*number*

*successfully completed*

**Crime Administration System**

**F-USER INVESTIGATION PERSONNEL**

HANDTEKENSIGATURE  
7217584-4 RANG  
S.7. Mthlaba  
GT

SOUTH AFRICAN POLICE SERVICE  
KRUGERSDORP  
2023-03-01

TRAINING OFFICIAL  
**Capt MA Roelofse**

SUPT  
F/NATIONAL COMMISSIONER  
SA POLICE SERVICE  
**A Oosthuizen**

Place  
**Potchefstroom**

Date  
**5 November 2004**

Registration No **NW0252412004**

**28**





# POLICING ASSOCIATION OF SOUTHERN AFRICA



2006-03-01  
KELCERSDORP  
SOUTH AFRICAN POLICE ASSOCIATION

7217504-4 RANG  
S-7 M Thekiso  
SIGNATURE

## Certificate of Merit

Is hereby awarded to  
***S I Dintwe***

for enhancing the quality of policing to the benefit  
of all communities

*by distinguishing himself during 2005 as the best  
M Tech student in the field of Policing at the  
University of South Africa (old Technikon)*

*P. Prins*  
Chairperson

2006-11-24  
Date

THE DOCUMENT IS A TRUE COPY  
 OF THAT WHICH WAS RECEIVED AND IN  
 FULL THAT FROM MY OBSERVATION  
 IS MADE TO THE ORIGINAL DOCUMENT.

HANDTEKENING (SIGNATURE)  
 7217 SO... RANG...  
 S7 M...

2006-03-01  
 KRUGERSDORP  
 SOUTH AFRICAN POLICE SERVICE



Hiermee word verklaar dat We hereby certify that

*SI Dintwe*

'n lid is van die  
 POLISIËRINGSVERENIGING  
 VAN SUIDELIKE AFRIKA (POLSA)  
 en hom op 'n deurlopende basis vir die  
 bevordering van effektiewe polisieëring  
 en die belange van POLSA beywer.

is a member of the  
 POLICING ASSOCIATION  
 OF SOUTHERN AFRICA (POLSA)  
 and promotes effective policing  
 and the interests of POLSA  
 on a continuous basis.

  
 Voorsitter/Chairperson

2006-11-24  
 Datum/Date

**MR LUMKO CAESARIO MTIMDE**



*Healine*  
3011  
A4 20 TAB INDEX

**The Office of the Chief Justice  
Midrand  
Gauteng  
Republic of South Africa  
c/o Ms Kutlwano Moretlwe**

[kmoretlwe@judiciary.org.za](mailto:kmoretlwe@judiciary.org.za)

[cc : tphaahlomohiaka@judiciary.org.za](mailto:tphaahlomohiaka@judiciary.org.za)

**Re: NOMINATION OF MR MTIMDE AS A CANDIDATE FOR APPOINTMENT TO THE  
ELECTORAL COMMISSION**

This letter serves as the nomination of Mr **Lumko Mtimde** to serve as the Commissioner of the Electoral Commission as referred to above, for the following reasons:

- He has vast experience with more than 25 years at executive management level, corporate governance, served on several Boards and committed to fairness, freedom of expression, openness and accountability.
- He possesses suitable qualifications, expertise and experience in the fields such as Broadcasting, Electronic Communications and Postal Policy or Operations, and Public Policy Development among others.
- He also possesses sufficient skills and more required for this role. With over 25 years of experience in the ICT and media sector, he is the former Special Advisor to the Minister in the Presidency. Prior to this role, he was the Chief Executive Officer of the Universal Service and Access of South Africa (USAASA).
- During 2006-2014, he was the Chief Executive Officer for the Media Development and Diversity Agency (MDDA). He has been a Councillor at ICASA between 2002 and 2006. Prior to this role, he was the General Manager (Chief Director) responsible for Broadcasting Policy in the Ministry of Communications. He has been a Councillor at the Independent Broadcasting Authority (IBA) between 1998 and 2000).
- Mr Mtimde's experience in the field dates back from the early 1990s when he held a position of Chief Executive Officer of the National Community Radio Forum (NCRF). He cut his teeth in the South African Students Press Union (SASPU) where he was National Radio Co-ordinator in 1992.

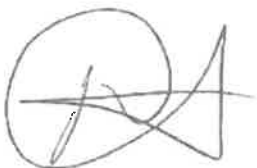
- Amongst the Boards where he served recently are SENTECH, NFSAS, SABC (South African Broadcasting Corporation), Media Advertising Information and Communication Technology Sector education and Training Agency (MICT SETA), and Eastern Cape Information Technology Initiative (ECITI).
- He is qualified with a Science degree and Postgraduate Diploma in ICT.
- His qualifications include a Post Graduate Diploma in Telecommunications and Information Policy, B.Sc. (Biochemistry and Physiology) from the University of Western Cape, as well as certificates in Strategic Leadership Academy (Regal Exchange) and Media Advertising Programme (University of Colombia, USA).

I can confirm that he is eligible to hold office, will make a material and tangible contribution to the Electoral Commission.

Herewith please find enclosed:

- a detailed curriculum vitae with contact details,
- certified copies of academic qualifications and
- an identity document.

Yours sincerely



---

**Rob Crawford**

**Date: 24 April 2023**

E-mail:

24 April 2023

Office of the Chief Justice  
c/o Secretariat  
MARSHALLTOWN

Dear Ms Kutlwano Moretiwe

**RE : ACCEPTANCE OF THE NOMINATION TO SERVE AS A CANDIDATE OF THE  
ELECTORAL COMMISSION**

Thank you very much for the nomination to serve on the Commission.

I am humbled by the nomination and accordingly accept and commit to serve my country if appointed.

I hereby attach my CV, academic qualification's certificates and am available to avail any further information sought in the process.

Thanking you in anticipation.

Sincerely yours



Lumko Mtimde

3

Email : \_\_\_\_\_

14 April 2023

The Secretariat of the JSC  
Office of the Chief Justice  
Private Bag X10  
Marshalltown  
2017

Dear Ms Kutlwano Moretwe

**RE: APPLICATION AS A CANDIDATE FOR THE ELECTORAL COMMISSION**

The application for the vacancy as advertised refers. I hereby express my interest and accordingly submit my application and relevant documents.

I am an experienced senior executive professional with (amongst others) skills in problem-solving, communication and ability to make complex decisions. I have been part of Senior Management Services (SMS) in the public service since 2001 and have vast experience with more than 25 years at executive management level, corporate governance, served on several Boards and committed to fairness, freedom of expression, openness and accountability.

I possess suitable qualifications, expertise and experience in the fields such as Broadcasting, Electronic Communications and Postal Policy or Operations, and Public Policy Development among others. I also possess sufficient skills and more required for this role. With over 25 years of experience in the ICT and media sector, i am currently responsible for Strategy Lead at SENTECH, the former Special Advisor to the Minister in the Presidency. Prior to this role, i was the Chief Executive Officer of the Universal Service and Access of South Africa (USAASA).

During 2006-2014, i was the Chief Executive Officer for the Media Development and Diversity Agency (MDDA). I have been a Councillor at ICASA between 2002 and 2006. Prior to this role, i was the General Manager (Chief Director) responsible for Broadcasting Policy in the Ministry of Communications. I have been a Councillor at the Independent Broadcasting Authority (IBA) between 1998 and 2000).

My experience in the field dates back from the early 1990s when he held a position of Chief Executive Officer of the National Community Radio Forum (NCRF). I cut my teeth in the South African Students Press Union (SASPU) where i was National Radio Co-ordinator in 1992.

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Amongst the Boards where i served recently are SENTECH, NFSAS, SABC (South African Broadcasting Corporation), Media Advertising Information and Communication Technology Sector education and Training Agency (MICT SETA), Cape Town Peninsula Technikon (CPUT) and Eastern Cape Information Technology Initiative (ECITI). This included serving on several Committees of the Boards ranging from Audit and Risk, Finance, HR & Remuneration, Technical and ICT Governance Committees.

My qualifications include a Post Graduate Diploma in Telecommunications and Information Policy, B.Sc. (Biochemistry and Physiology) from the University of Western Cape, as well as certificates in Strategic Leadership Academy (Regal Exchange) and Media Advertising Programme (University of Colombia, USA).

Thanking you in anticipation

Sincerely yours



**Lumko MTIMDE**

## EMPLOYMENT HISTORY

### Strategy Lead

**Sentech** • June 2022 – current

- Business Development and Stakeholder Management. General advisory to the CEO.

### Executive Director

**Mtimde Holdings (Pty) Ltd** (Formerly operating as Scioscore (Pty) Ltd) • January 2022 – current

- Established to provide consulting and coaching services in communications, corporate governance, strategic planning, management, policy-making, etc. to public service, media, broadcasting and ICT players.

### Special Advisor to the Minister in the Presidency

**South African Government** • 7 July 2019 to 10 September 2021

- Advised and supported the Minister in the Presidency on Government Communications, Brand SA, Parliamentary work, political work, arms control, international and AU work, monitoring and evaluation of overall Government work, National Planning Commission, StatsSA and other general Presidency functions.
- Advised on the stabilisation of the GCIS and State-Owned Entities (Brand South Africa and MDDA) and ensuring performance in terms on the object of change; on the NCACC in terms of the National Conventional Arms Control Act of 2002 (as amended); on the reconfiguration of Government (National Macro Reorganisation of Government, NMOG); on the development of the Country Report on Sustainable Development Goals (SDGs); on the African Union's Presidential Infrastructure Coordinating Initiative (PICI); on African Union's APRM; National Planning Commission (NPC); on the Parliamentary work; on ANC and other stakeholder management work; and on Traditional Leadership work.

### Chief Executive Officer

**Universal Service and Access Agency of South Africa (USAASA)** • May 2016 – May 2019

- Chief Accounting Officer of the USAASA in terms of the Electronic Communications Act (ECA) and the PFMA Act, responsible for:
  - The efficient and effective management, as well as financial growth of the Agency
  - Ensuring that the Agency in its operations adheres to both the letter and the spirit of the ECA and relevant laws and regulations
- Designed a change management system for automated business operations.
- Negotiated a settlement on the deadlock regarding the Broadcasting Digital Migration project, including clearing the related procurement problems through a North Gauteng High Court Judgement and the Justice Ngcobo Judgement, leading to the production of more than 60% of the Set-Top-Boxes (STBs) for the needy and qualifying households and rollout of the project.
- Achieved rollout of broadband in rural district areas in two provinces in OR Tambo and Mgunungundlovu Districts, whilst sustaining connectivity in other provinces (Mpumalanga, NC, NW, KZN and Eastern Cape)
- Improved accountability and achieved an unqualified audit opinion from the Auditor General of South Africa (AGSA).

### Chief of Staff

**Ministry of Agriculture, Forestry and Fisheries** • September 2015 – May 2016

- Created a strategic evidence-based approach to policy development, thus improving the efficiency and effectiveness of the work.
- Improved working relations between the Minister and the Department.
- Provided executive management and decision facilitation.
- Provided administrative support to the Minister and the Ministry.
- Supported and coordinated Ministerial and Cabinet work through high-level coordination, liaison and networking

### Acting Chief Executive Officer

**Alfred Nzo Development Agency (ANDA)** • July – October 2014

- Improved the efficiency and effectiveness of the work.
- Provided stability of the Agency
- Instrumental in developing a SMART 5 year Strategic and Annual Performance Plan.
- Improved working relations between the Agency and the District Municipality.
- Provided executive management, decision facilitation and management.

### Founder, Chairman

**Scioscore Investments (Pty) Ltd** • November 2014 – July 2019

- ICT and policy consulting services.

#### Chief Executive Officer (CEO)

##### **Media Development & Diversity Agency (MDDA)** - June 2006 – June 2014

- Chief Accounting Officer of the MDDA in terms of the MDDA and the PFMA Act, responsible for the Agency's financial growth.
- Grew the capital base from an annual revenue of R10m to more than R70m.
- Improved working relations between the Agency and The Presidency through GCIS.
- With limited resources supported and developed more than 235 projects.
- Achieved clean and unqualified audit reports for 8 consecutive years from the Auditor General of South Africa (AGSA).

#### Councillor appointed by President Mbeki in terms of the ICASA Act

##### **Independent Communications Authority of South Africa (ICASA)** - July 2002 – June 2006

- Supervised and managed the Authority; accountable to Parliament through the Minister of Communications
- Assisted with policy and regulatory framework development.
- Presided over the licensing of the Second Network Operator (now NEOTEL); SABC licensing; Amendment of Radio 702 license, Licensing of Under-Served Areas (now called PUISANOs), Licensing of telecommunication service operators and access to 3G spectrum, Licensing and amendment of a diverse range of broadcasting service.

#### General Manager

##### **Department of Communications** - Jan 2001 – June 2002

- Assisted in the development of macro broadcasting policy.
- Assisted in the re-alignment of the Broadcasting Business Unit and the establishment of the Multimedia Unit
- Advised the Deputy Director-General on the Community Broadcasting projects, in line with the Government's Integrated Sustainable Rural Development Strategy and Urban Renewal Strategy
- Represented the Dept at the National Inter-sectoral Steering Committee for the roll-out of a multi-purpose Community Centre
- Responsible for the ISRDP and URP programmes of the Department.

#### Councillor appointed by President Mandela in terms of the IBA Act

##### **Independent Broadcasting Authority (IBA)** - April 1998 – June 2000

- Supervised and managed the Authority; accountable to Parliament through the Minister of Communications
- Developed broadcasting regulatory policies in the public interest.
- Licensed and amended many broadcasting service licenses, including Etv and Kaya FM.

#### Chief Executive Officer:

##### **National Community Radio Forum (NCRF)** - Dec 1993 – March 1998

- Established the organisation, including systems and procedures, as well as provincial structures
- Managed the organisation and provincial offices, served member organisations. Reported to the Board.

#### National Radio Coordinator

##### **South African Students Press Union (SASPU)** - Dec 1992 – Dec 1993

- Coordinated the *Freedom of the Airwaves* campaign
- Coordinated the SASPU transformation of campus radio stations
- Managed SASPU's radio programme.

## OF NOTE

- **Guest lecturer**
  - Broadcasting Policy and Regulatory Trends Course - 2006 – 2018 - LINK Centre, University of the Witwatersrand
- **Policy development**
  - Played a key role in building the framework for a free and independent broadcast media in post-Apartheid South Africa
  - Involved in collective crafting of a Broadcasting White Paper and development /alignment of subordinate policy
  - Involved in policy deliberations with NCRF - MISA - World Bank / Ghana Broadcasting - COMESA - AMARC AMARC Africa - IBA - MDDA - USAASA - Ministry of Communications (DoC) - ICASA
- **Leadership**
  - Served as head of different State-Owned Entities: MDDA, ANDA, USAASA
  - Led NGOs: Bush Radio, UWC Radio, SASPU, NCRF, AMARC Africa, AMARC International
  - Served as the President of the World Association of Community Radio Broadcasters (AMARC) for Africa.
- **Special advisor** to the Presidency in South Africa.
- **Voluntary services**
  - ANC Renewal Commission, Communication Expert Advisor. May 2022 – February 2023
  - ANC SGO National Coordinator, Assistant Support. May 2022 – December 2022
  - ANC DIP - NEC Communication Subcommittee Secretariat. 1997 to 2019
  - ANC DCIP volunteer, 1993/4 to date

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## EXPERIENCE SUMMARY

- Work experience • more than 25 years
- Executive management • more than 20 years
- Strategic management • more than 20 years
- Public service • more than 15 years
- Accounting Authority • more than 10 years
- Accounting Officer • more than 10 years at National and Local Government levels
- ICT and media • more than 25 years

## BOARD & RELATED EXPERIENCE

- Oct 2022 – current • Cape Peninsula University of Technology (CPUT) Council Committee member - FinCom and IT Governance Committee
- Sept 2022 – current • Higher Education Science and Innovation (HESI) Think Tank
- Apr 2022 – current • Eastern Cape Provincial Arts and Culture Council (ECPACC)
- 2021 – current • Obsidian Investments
- 2018 – current • Ingwe TVET College Council, KwaBhaca
- 2015 – 2019 • SENTECH Board
- 2015 – 2018 • NSFAS Board
- 2014 – 2015 • Gauteng Dept of Sports, Arts and Culture • Council member; Sports Adjudicating Panel.
- 2011 – 2013 • South African Broadcasting Corporation (SABC) • Various capacities as a Board Member, including Chairperson of the SABC Technology Committee; member of the Governance and Remuneration Committee
- 2011 – 2018 • Member of the Media Advertising Information and Communication Technology Sector Education and Training Agency (MICT SETA) Board based in Johannesburg
- 2011 – 2018 • Member of the Finance and Remuneration Committee of the MICT Seta
- 2012 – 2014 • Former member of the Alfred Nzo Development Agency (ANDA) Board based in Mt Ayliff, a municipal entity of the Alfred Nzo District Municipality
- 2012 – 2014 • Chairperson of the Audit & Risk Committee of ANDA
- 2014 – 2015 • Chairperson of the ANDA Board
- 2015 – current • Deputy Chairperson Puisano NPO Board
- 2009 – 2017 • Member of the Eastern Cape Information Technology Initiative (ECITI) Board based in East London, a project of the Eastern Cape Development Corporation (ECDC)
- 2009 – 2017 • Member of the Audit & Risk Committee of ECITI
- 2010 – 2014 • Member of the Board of the World Summit Awards (WSA), based in Austria, a global activity to select and promote the world's best e-Content and most innovative ICT applications, initiated in 2003 as a contribution to the United Nations' World Summit on the Information Society
- 2007 – 2014 • Member of the Grand Jury of the World Summit Awards (WSA) 2007 as a Judge, a national expert and a spokesperson for Africa
- 2013 – current • Chairperson of KwaBhaca Community Development and Support Trust (KCDST).
- 2013 – current • Chairperson of Mvenyane Education Trust (MVEET)
- 2014 – 2015 • Member of the African Steering Committee for the Global Forum Network
- 2013 – 2014 • Served as a Judge for the MTN Radio Awards
- 2007 – 2008 • Served as a Judge for the SABC News Awards 2008
- 2007 – 2008 • Member of the High-Level Panel of Advisors of the Global Alliance for ICT and Development, launched by the then Secretary-General of the United Nations, Mr Kofi Annan in March 2006, as nominated by the WSA Board.
- 2011 – 2011 • Served as a Judge for the prestigious Most Influential Women in Business and Government Awards (MIWG) held by CEO Communications
- 2007 • Professional Legal Services through Drafting a Model Broadcasting Law for the Common Market for Eastern and Southern Africa (COMESA). The brief involved taking international best practices into account to craft a Model Broadcasting Law for Eastern and Southern Africa that could be used by COMESA's member states when developing their own laws. Of critical importance was providing for three distinct tiers of broadcasting services: commercial, community and public as well as for an independent regulator. Presented the Model Law to a meeting of representatives of member states held in Khartoum in 2007.
- 2006 – 2008 Served as a member of the Unisa Communication Science Advisory Board
- 2008 – 2007 Served as a member of the UNITECH Board of Advisors
- 2005 • As part of the professional expert services conducted a Ghana Broadcasting Study and the report we prepared for the Government of Ghana and the World Bank with Steve Buckley (team leader), Berfi Apenteng and Aly Bathily.
- 2004 – 2006 • Served as a Board member of the Institute of the Advancement of Journalism (IAJ) based in Parktown.
- 2004 – 2006 • Served as Vice Chairperson of the Telecommunications Regulatory Association of Southern Africa (TRASASA) based in Gaborone, Botswana.

- 2004 – 2006 • Served on the NetTel@Africa Executive Council and acted as Chairperson (from time to time) based in Tanzania, representing TRASA.
- 2004 – 2006 • Served as a member of the ICT BEE Charter Steering Committee which developed the ICT BEE Charter May 2005, representing ICASA.
- 2006 – 2008 • Advisor to Worldspace S.A. on the African regulatory framework.
- 1995 – 1998 Member of Board of Directors of AMARC International based in Montreal, Canada.
- 1996 – 1998 • Member of Board of Directors of AMARC Africa based in Johannesburg, South Africa
- 1995 – 1997 • Executive Member of the South African Chapter of the Media Institute of Southern Africa (MISA), now called MISA-SA1995/6 Radio Freedom Board of Directors 2001 Facilitated and assisted the Department of Environmental Affairs and Tourism in developing a Communications Strategy – 2000/1, as a contracted Consultant.
- 2001 • Presided over AMARC Africa's Second elections as President of the Elections Committee, at its 2nd Pan African Community Radio Conference held in Dakar, Senegal.
- 2000 • Contracted by Open Society Institute of Southern Africa (OSISA) to develop a strategy for AMARC / SACOD / Article 19's participation at the conference to review Windhoek Declaration to be held in May 2001, in Namibia.
- 1998 – 2000 • Represented the IBA within ACRAN / RIARC activities, the African Communications Regulatory Authorities Network.
- 2002 – 2005 • Represented the ICASA within ACRAN / RIARC activities, which is the African Communications Regulatory Authorities Network, South Africa served as President of the Association.
- 1998 – 2000 • Led the IBA Council Merger Committee which facilitated the merger with SA-TRA to form ICASA.
- 1998 • Appointed by the then Minister of Telecommunications, Post and Broadcasting (Minister Jay Naidoo) to serve on the Stakeholders Committee as an advisor on the development of a new broadcasting policy, which led to the Broadcasting Act of 1999.
- 1997/8 • Appointed by AMARC International Board of Directors to head an investigative mission investigating AMARC activities in Mali
- 1995 – 1998 • Vice President (Southern and Eastern Africa) of the World Association of Community Radio Broadcasting (AMARC) 1995 • Founder member of the National Community Media Forum (NCMF).
- 1994 – 1995 • Represented Community Media in both the RDP Council and the NGO Coalition
- 1993 – 1994 • Bush Radio Chairperson
- 1992 – 1994 • Executive committee member of the Campaign for Independent Broadcasting (CIB), Western Cape and also formed part of the national CIB.
- 1993 • Founding member of the National Community Radio Forum (NCRF)
- 1985 – 1988 • South African Tertiary Institutions Sports Congress (SATISCO) Unitra Member
- 1988 – 1991 • South African National Students Congress (SANSCO)

## SKILLS & COMPETENCIES

- Change management
- Computer and social media literate
- Corporate governance
- Executive management
- Financial management
- High-level communication
- Human resource management
- Knowledgeable about the Companies Act, Public Finance Management Act, Municipal Finance Management Act, Municipal Systems Act, Preferential Procurement Policy Framework Act, and more.
- Leadership
- Project management
- Strategic evidence-based policy/regulations development, implementation and oversight

## AWARDS

- 2017 • Fellow member of the Institute of Directors (IoDSA)
- 2015 • Alfred Nzo District Mayor's Special Award for putting the District Municipality on the map, contributing to the national agenda, excelling in a professional career, championing community development and being the Brand Ambassador of Alfred Nzo District.
- 2015 • Lifetime Achievers Award 2015 for contribution to the promotion of media diversity, as a champion of the downtrodden, a champion of community development and media transformation, heralding a new beginning for growth and development in the media industry from the Eastern Cape Association of Independent Publishers (AIP).
- 2014 • Premier's Special Awards 2014 for Community Developer in the Eastern Cape province from the Premier of the Eastern Cape Government.

- 2014 - MTN Radio Award – Hall of Fame for my role in the radio and broadcasting industry.
- 2014 - CEO Building Nations Titans Regional Winner 2014/15, in recognition of achievement as a winner for the SADC region in the Agencies & Regulatory Authorities sector of CEO Magazine's Titan-Building Nations Awards.
- 2014 - Building Nations Titans Country Winner 2014/15, in recognition of achievement as a winner in the Agencies & Regulatory Authorities sector for South Africa in CEO Magazine's Titan-Building Nations Awards.
- 2013 - Recognition Award – Inkuthazo ICT & Broadcasting Award from the Eastern Cape ICT Summit 2013 for my role in the ICT, media and broadcasting sector, including being the brains behind the establishment of community radio in SA – the founder-member of the 1st community radio in SA (Bush Radio), - founder-member of the association of community radio stations in SA (National Community Radio Forum, NCRF), - founder-member of the association of community radio stations in the African continent (AMARC Africa), - first South African to serve on the International Board of the World Association of Community Radio Broadcasters (AMARC) based in Canada, - served SA as a Councillor of both the Independent Broadcasting Authority (IBA) and Independent Communications Authority of SA (ICASA) appointed by both former President Nelson Mandela and Thabo Mbeki to licence and regulate broadcasting, telecommunications & postal services in the public interest, - having been the Chief Director re-sponsible for Broadcasting Policy in the Ministry of Communications, - having served many Boards including SABC, MICTSeta, World Summit Awards based in Austria, Eastern Cape IT Initiative, Alfred Nzo Development Agency (ANDA), Mvenyane Education Trust (MVEET), KwaBhaca Community Support & Development Trust (KCSDT), etc., – now the CEO of MDDA.
- 2007 - Community Radio Honorary Award from the NCRF for the advancement of community radio in S.A.
- 2007 - Acknowledgement Award from the NCRF as a long-serving CEO of the NCRF, Polokwane, Limpopo
- 2005 - Community Media Excellence Award from the World Association of Community Radio Broadcasters in recognition of his role and support for the sector, in Nairobi, Kenya, April 2005
- 2004 - Recognition Award as a founder member of Community Radio in South Africa, from NCRF at its 10 Year Celebration function held at the SABC.
- 1995 - Accepted the World Solidarity Award on behalf of the National Community Radio Forum (NCRF) from AMARC, at Gorhe Island, Dakar, Senegal.

## AREAS OF SPECIAL INTEREST

- Information and Communications Technology (ICT)
- Media and Broadcasting

## EDUCATION

- 1997 – 1998 University of South Africa (UNISA) • Post Graduate Diploma in Telecommunications & Information Policy  
 1990 – 1993 University of the Western Cape (UWC) • BSc (Biochemistry and Physiology)

## OTHER TRAINING

- 2010 - Institute of Directors • Board effectiveness, good corporate governance • Understanding the new Company's Act & King III  
 2008 - Terrapinn Training • 3 Day MBA in Leadership  
 2007 - Regal Exchange • Strategic Leadership Academy  
 2007 - Ditaba Business Strategies • Budgeting and Financial Management in the Public Sector  
 2007 - Business Risk Solutions • Introduction to Occupational Health and Safety (OHS ACT)  
 2005 - Lesotho Telecommunications Authority (LTA) (Now LCA) • Executive Development Programme  
 1991 - University of Columbia, Missouri, USA • Media Advertising  
 1990 - Bush Radio • Managing a radio station

## LANGUAGE PROFICIENCY

- English & Xhosa • Excellent • speak, read, write
- isiZulu & Sotho • Competent • speak, read, write
- Tswana & Swazi • Comfortable • speak, read
- Pedi & Afrikaans • Basic • speak, read

## PROFESSIONAL MEMBERSHIP

- Fellow Member of the Institute of Directors (IoD)

PUBLICATIONS, PAPERS & ARTICLES

- *Chapter 18: An activist personal take on media diversity*, by Lumko Mtimde in "Reflections of the South African Media: 1994-2019" edited by Robin Sewlal, 2021
- *Media Accountability Mechanisms* (pages 119 to 130), by Lumko Mtimde in *Media Landscape 2012 "Reflections on SA media environment"* A GCIS publication, 2013
- *Radio Broadcasting in South Africa*. A paper presented at the Radiocracy Conference, Cardiff University, Wales. Nov. 1999
- *What is Community Radio? A Resource Guide*. Lumko Mtimde, M.Bonin, N. Maphiri, K. Nyamaku, published by AMARC Africa and Panos, 1998

REFERENCES

- Mr Mandla Langa • Former ICASA and IBA Chairperson and former Chairperson of Multichoice Africa • 082 560 0832
- Mr Thulas Nxesi • Minister of Employment and Labour • 0824602736
- Mr Joe Mjwara • Former Deputy Director General, Ministry of Communications; former Acting Director-General to the current Minister of Telecommunications and Postal Services • 083 676 0145

CONTACT & PERSONAL INFORMATION

- Phone
- Email
- Address
- South African ID



LUMKO  
 CAESARIO  
 MTIMDE



# LUMKO MTIMDE



REGULATORY  
LEGISLATIVE AND  
REGULATORY  
OFFICER FOR  
TELECOMMUNICATIONS,  
BROADCASTING  
AND MEDIA  
REGULATION

## CAREER HIGHLIGHTS

Partial listing - full CV available on request

- Special Advisor to the Minister in the Presidency, Republic of South Africa.
- Chief Executive Officer, Universal Service & Access Agency of South Africa (USAASA)
- Chief of Staff, Minister of Agriculture, Forestry and Fisheries
- Chief Executive Officer, Media Development & Diversity Agency (MDDA)
- Councilor appointed by President Mbeki to the Independent Communications Authority of South Africa (ICASA), regulating telecommunications, broadcasting and postal services
- Guest lecturer on Broadcasting Policy and Regulatory Trends, University of the Witwatersrand
- Chief Director (Broadcasting Policy), Ministry of Communications
- Councilor appointed by President Mandela to the Independent Broadcasting Authority (IBA) regulating the broadcasting industry
- Chief Executive Officer, National Community Radio Forum (NCRF)
- Founding member of the 1st community radio station and the community radio industry in SA
- Served on the Boards of the South African Broadcasting Corporation (SABC), Media and ICT Beta (MKTSETA), National Student Financial Aid Scheme (NSFAS), SENTECH, ANSA, ECTI, etc.
- Played a key role in the development of broadcasting and telecommunications policy and regulations throughout the African continent - through COMESA, WTO, ARCA/CIBAN, CRASA, NetTel Africa and AMARC.
- On the international front, served on Board of the World Association of Community Broadcasters (AMARC) as Vice President (Africa) and on the Board of the World Summit Awards (WSA)
- Presided (through Council) over the licensing of:
  - SNO Telecommunications - the second national operator for fixed line telecommunication services in South Africa, now NEOTEL
  - Under-Served Area Licensee access
  - The third generation of wireless mobile telecommunications technology (3G) in SA
  - New broadcasting licenses, including eTV
  - The SABC - re-licensing
- Provided leadership in the development, monitoring and compliance to Licensing Terms and Conditions. Other major projects include: promoting & supporting media diversity, Sports Broadcasting Regulations; Broadcasting Digital Migration; Broadband roll-out and access
- As CEO, moved organisational audits from qualified to unqualified to clean as determined by the AGSA

## KEY AREAS OF EXPERTISE

- Policy and legislation
- Telecommunications & Broadcasting regulation (licensing, compliance, monitoring & enforcement)
- Corporate governance
- Leadership
- Executive management
- Strategic Organisational Planning
- Communications
- Stakeholder Management

## TECHNOLOGICAL SKILLS

- ICT
- Telephony
- Broadcasting
- Media
- Public Service

## EDUCATIONAL QUALIFICATIONS

- Media Diversity

## PROFESSIONAL QUALIFICATIONS

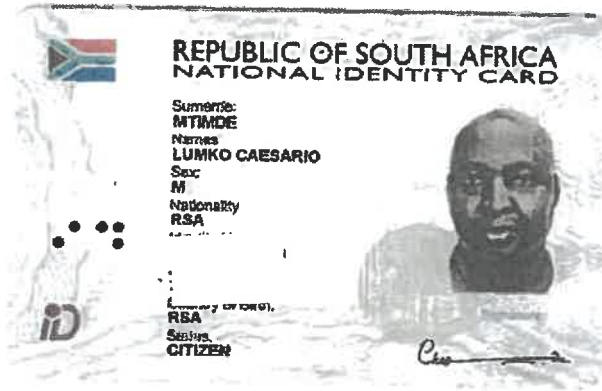
- Postgraduate Diploma in Telecommunications and Information Policy (Honours level)
- Bachelor of Science (BSc)

## ACADEMIC QUALIFICATIONS

- Executive Development Programme

## TRAINING COURSES

- Available on request



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SIGNATURE

DIVISION/UNIT: Legal POSITION: Senior Manager  
FULL NAMES IN PRINT: William Caesarius Olive

Admitted Advocate  
22/11/2018





school of government

Department:  
National School of Government  
REPUBLIC OF SOUTH AFRICA

# Certificate

## OF SUCCESSFUL COMPLETION

It is hereby certified that

**Lumko Mtimde**

Achieved the requirements of the online course

**Nyukela Public Service SMS Pre-entry Programme**

Date of Issue: 30 January 2023



TAkR00pNCS

14

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THE NATIONAL SCHOOL OF GOVERNMENT

# University of South Africa

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SIGNATURE

DIVISION/UNIT: Admission POSITION: Senior Manager We certify that

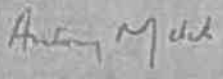
FULL NAMES IN PRINT: William Gerlowski Olivier

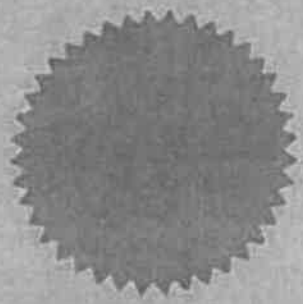
Admission Advocate Caesario Mtimile  
22/11/2018

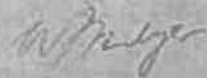
having complied with the regulations and the requirements of the Statute, was issued with the

## POSTGRADUATE DIPLOMA IN TELECOMMUNICATIONS AND INFORMATION POLICY

at a congregation of the University  
on 22 September 1998

  
Vice-Chancellor



  
Dean

  
Registrar

PRETORIA





University  
of the  
Western Cape

The Degree of  
Baccalaureus  
Scientiae

was conferred upon

CAEDRIS LINDA BELORE

on 31 MARCH 2014

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*[Faint signature]*

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*[Signature]*  
SIGNATURE

David Oudjil Loop  
Director of Examinations

Willem Ceballos  
Director of Examinations

22/11/2018

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THE GRADUATE SCHOOL OF POLITICAL MANAGEMENT

OF POLITICAL MANAGEMENT

THE GEORGE WASHINGTON UNIVERSITY

*[Signature]*  
DATE

POSITION: *Lead*

NAME: *William Cephus Olive*

ADMISSION: *Admission Director*

*22/11/2018*

### CERTIFICATE OF APPRECIATION

*Lumko Mtimde*

For imparting valuable insights, practical experience, and inspiration to students studying Political Management in South Africa, you are helping to teach and positively influence the political leaders of tomorrow.

*[Signature]*

Lara M. Brown, Ph.D.  
Director, GSPM



SOUTH AFRICAN POLICE SERVICE  
 COMMUNITY SERVICE CENTRE - 8 SHIF  
 2023-04-24  
 REPUBLIC OF SOUTH AFRICA  
 POLICE SERVICE

REPUBLIC OF SOUTH AFRICA  
 NATIONAL IDENTITY CARD



Surname:  
**MITINDE**

Names:  
**LUMKO CAESARIO**

Sex:  
**M**

Nationality:  
**RSA**

Identific Number

Date of Birth

Country of Birth:  
**RSA**

Status

**CITIZEN**

REPUBLIC OF SOUTH AFRICA  
 NATIONAL IDENTITY CARD  
 IDENTIFICATION NUMBER: 71330123  
 DATE OF BIRTH: 28 JAN 1974  
 SEX: M  
 NATIONALITY: RSA  
 STATUS: CITIZEN

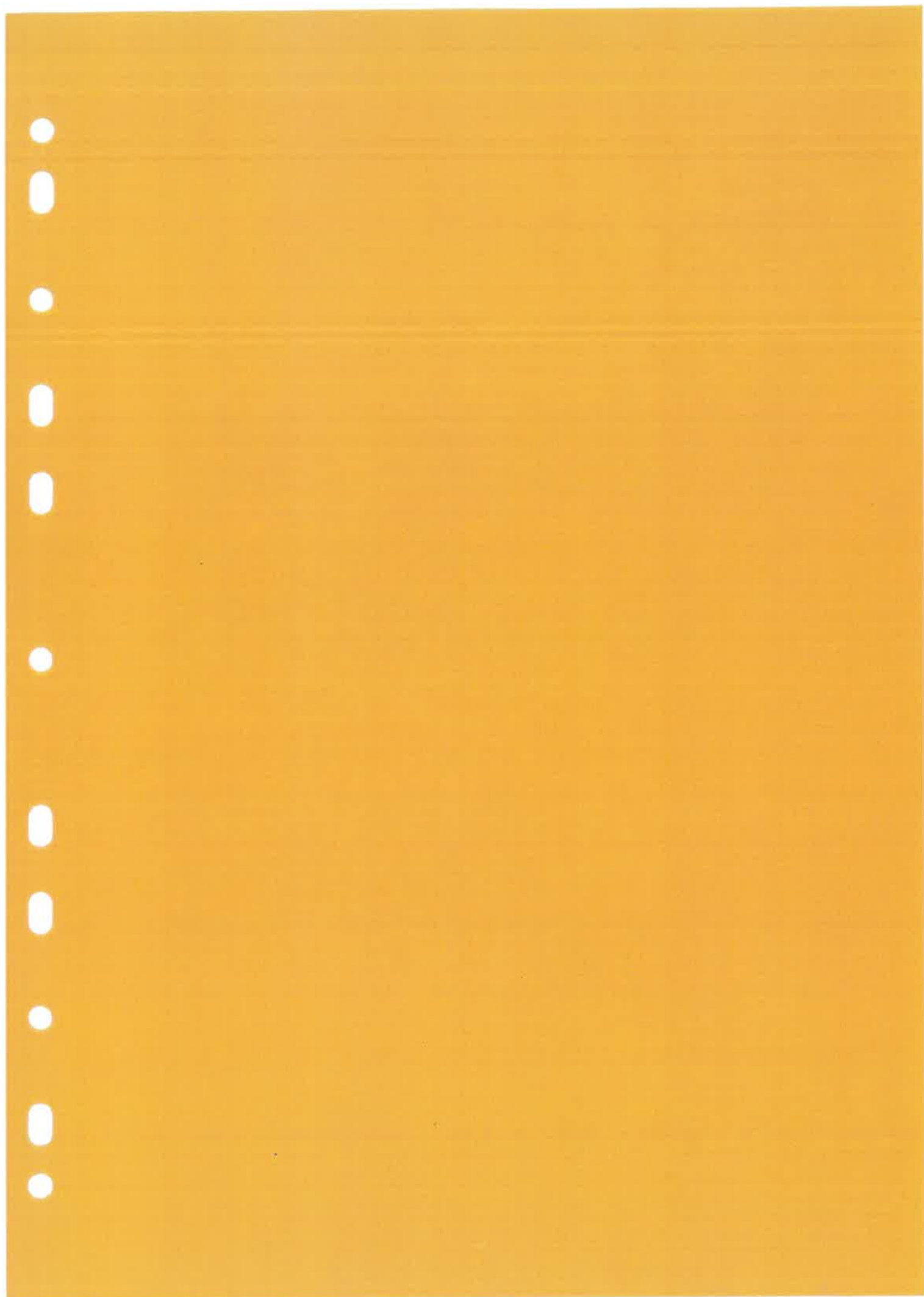


Signature

*[Handwritten Signature]*

**MS PREETHA DABIDEEN**





# Dr TD Maahlamela

The Secretariat of the JSC  
Office of the Chief Justice  
Private Bag X10  
Marshalltown,  
Johannesburg  
2017  
Attention: Ms Kutlwano Moretlwe  
Email: [KMoretlwe@judiciary.org.za](mailto:KMoretlwe@judiciary.org.za)  
[TPhaahlamohlaka@judiciary.org.za](mailto:TPhaahlamohlaka@judiciary.org.za)

17 April 2023

Dear Sir/Madam

## **Nomination: Member of the Electoral Commission**

It is with great pleasure that I nominate Mrs Preetha Dabideen for consideration to serve on the Electoral Commission.

Mrs Dabideen, with whom I worked very closely during her tenure as the deputy chairperson as well as the acting chairperson of the Pan South African Language Board (PanSALB), brings to this role vast and versatile experience in leadership, law, human rights as well as the political ecosystem. She served as a member of the Institutions Supporting Democracy (ISDs), a parliamentary forum for which the Electoral Commission, the South African Human Rights Commission, the Commission for Gender Equality, and the Public Protector are members.

Her grasp of the momentous task of supporting constitutional democracy is not limited to the national, provincial, and local legislative bodies. On various capacities she worked closely with structures of the three arms of government, that is, the executive, the parliament, and the judiciary. Her experience includes striking a peculiar power balance of managing and performing oversight to the very same structure to which she reports – representatives of registered political parties. More, co-operate with, promote co-operation among, and maintain liaison with all parties in their inherent antagonism fairly and unbiasedly.

She is by no way associated or aligned to, let alone hold an office or membership of, any political organisation. With our highly contested and sometimes controversial elections, Mrs Dabideen makes a perfect fit in ensuring that the spirit of free, fair, and independent electoral system is protected and restored.

As a critical and strategic thinker of note, she has a meticulous legal eye and the ability to process multiple perspectives, as pragmatically demonstrated in the pivotal role she played in the formulation and implementation of turnaround strategies that revitalized among others, the PanSALB. I can attest that during her tenure as the head of this statutory body, she acted in good faith, more importantly, without fear, favour, or prejudice.

To strengthen constitutional democracy and promote democratic electoral process, composition of commissioners should consist of selfless, impartial, and independent commissioner of Mrs Dabideen's caliber as well as integrity. Her visionary leadership, characterized by objectivity and high ethical standards, is self-evident in her tailor-made contributions toward policy formulation and risk analysis – values highly essential for the apolitical role of the Electoral Commission that operates in a highly political landscape.

If justice is to be done, and to be seen to have been done, not only will Mrs Dabideen's nomination be included on the list of recommended candidates to the committee of the National Assembly, but the Committee will identify dynamic and versatile value she would bring to the Electoral Commission, thus nominate forwarded her name for possible consideration by the President.

Sincerely,

**Tebogo David Maahlamela**  
**Associate Professor, North-West University**



17 April 2023.

# **DABIDEEN ATTORNEYS**

Attorney/Prokureurs

*PREETHA DABIDEEN*

KZN Law Society - Practice number 675

The Secretariat Of the JSC  
Office of the Chief Justice  
188 - 14<sup>th</sup> Road  
Noorddwyk  
Midrand  
1685  
0104932687  
Kutlwano Moretiwe

OUR  
REF: MRS DABIDEEN/

YOUR  
REF:

DATE:  
20 April 2023

Dear Sir

RE: NOMINATION OF PERSON TO BE APPOINTED TO THE TO SERVE ON THE  
ELECTORAL COMMISSION

I refer to the nomination by Dr Tebogo David Maahlamela dated 17 April 2023 nominating me to the Electoral Commission

A perusal of my attached curriculum vitae will demonstrate that I have served on the Pan South African Languages Board in the Capacities of Deputy Chair and Acting Chair respectively. I am a specialist in Corporate Governance in Public entities having served in numerous entities belonging both to IODSA and the Good Governance Academy.

I am a practising Attorney of the High Court of South Africa and I have presided in many quasi judicial Structures within the country.

I pride myself on being a fit and proper person as failing which I would be unable to practice law or act a liquidator . Being a loyal South African Citizen is a heritage I hold dear and I have not now nor ever held a high party political profile In any event having been judicially trained over the years I can also remain unbiased at all times .

It will be my privilege to accept the nomination and to serve either full or part time in this esteemed Commission . In accepting such nomination I attach hereto

- Nomination letter Dr Maahlamela
- a comprehensive curriculum vitae;
- certified copies of academic qualifications;
- a certified copy of my identity document
- Affidavit

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# Curriculum Vitae

## Preetha Dabideen

### PROFILE

- Practising Attorney
- Admitted Attorney of the High Court (1994)
- B. Proc Degree
- 27 Years Experience

### PROFESSIONAL AFFILIATIONS

- Kwa-Zulu Natal Law Society
- Black Lawyers Association
- South African Woman Lawyers Association
- South African Restructuring and Insolvency Practitioners Association
- Business Woman's Association of South Africa
- South African Hindu Forum

### CAREER SUMMARY

- 1994 to Date** Practising Attorney, Dabideen Attorneys
- 2021 to Date** Member of KwaZulu Natal Consumer Tribunal
- 2019 to 2022** Acting/Deputy Chairperson  
Pan South African Language Board
- 2013 to 2021** Deputy Chairperson and Member of Audit  
Committee and Member of Human Resources and  
Remuneration Committee,  
Agribusiness Development Agency
- 2012 to 2017** Board Member and Chairperson of the Finance Committee  
Ezemvelo KZN Wildlife
- 2012 to 2022** Member of Tribunal, Municipal Bids Appeal Tribunal
- 2004 to 2020** Appointed to the Panel of Liquidators/ Trustees  
Department of Justice and Constitutional Development
- 2009 to 2020** Appointed to the Disciplinary Panel of the Professional  
Conduct Committee  
Health Professions Council of South Africa
- 2005 – 2011** Deputy Chairperson, KZN Rental Housing

### MISSION AND VISION

To continue utilising my 27 year's legal experience and expertise in providing bespoke legal solutions to clients.

### EXECUTIVE SUMMARY

An accomplished Attorney with the acumen of a modern day legal mind, I offer strong pedigree in Commercial, Corporate, Criminal, and Labour and Estate law. I am a founder of Dabideen Attorneys a successful General Legal Practice based in Durban which has been operational since 1994.

### PERSONAL DETAILS

Email:  
Cell:  
Tell: 031 208 3910 (Work)

Sex: Female

DOB:  
ID Number:  
Nationality: South African  
Marital Status: Married  
Languages: English & Afrikaans  
Drivers License: Code 08  
Health: Excellent  
Criminal record: None  
Hobbies: Horse Riding  
Nature Conservation  
Reading  
Activities That Are People Relat  
Travel

### AREAS OF EXPERTISE

- Insolvency Law
- Criminal Law
- Labour Law
- Property Law
- Commercial and Corporate Law

### BUSINESS SKILLS

- Business Management
- Relationship Management
- Business Development
- Operations Management
- Organising, Leading, Planning & Coordinating

### PERSONALITY TRAITS

- Creative, hands on with multi-tasking ability
- Highly organised, diplomatic and goal oriented
- Natural people skills, Self-motivated and passionate
- Loves and thrives under challenges
- Highly innovative with lateral thinking ability

### QUALIFICATIONS

- 2012** Advanced Diploma in Insolvency Litigation  
University of Pretoria
- 2012** Business Rescue In Compliance With  
Companies ACT 2008, UNISA
- 2011** Advanced Commercial Law  
**2010** Commercial Law  
Black Lawyers Association
- 2009** AIPSA Diploma in Insolvency Law  
University of Pretoria
- 1990** Bachelor of Procurations (B.Proc)  
University of Durban  
Standard 10 with Matric Exemption, Asoka  
Secondary School

An admitted Attorney of the High Court since 1994, I possess a strong legal and business skills which has led various leadership appointments with various private and public organisations.

Extensive experience in Insolvency Law, Road Accident Fund Claims, Administration of Estates, Corporate Law, Taxation Labour Law, Rental Disputes between Landlord and Tenant and Criminal Law.

#### **EMPLOYMENT HISTORY**

**Position:** Practising Attorney

**Company:** Dabideen Attorneys

**Period:** 1994 to Current

#### **Scope of Work Done:**

- General Legal Practice
- Litigation- High & Magistrates Court
- Insolvencies
- Road Accident Fund Claims
- Administration of Estates
- Corporate,
- Taxation
- Labour
- Rental Disputes between Landlord and Tenant
- Insolvency Liquidator on Master of High Courts Panel of Liquidators.
- Member of Kwa-Zulu Natal Rental Housing Tribunal 2005-2011

**Position:** Member of Tribunal

**Company:** Kwa-Zulu Natal Consumer Tribunal

**Period :** 2021 to Current

**Position:** Acting Chair/Deputy Chair Board Member

**Company:** Pan South African Language Board

**Period :** 2019 to 2022

**Position:** Acting Chair/Deputy Chairperson , Member of Audit and Risk Committee and Human Resources and Remuneration Committee

**Company:** Agribusiness Development Agency

**Period:** 2013 to 2021

#### **Scope of Work Done:**

- Provide direction to management in controlling Agri-support services in this public entity to entrant commercial farmers who have acquired land through government land restitution imitatives and radical empowerment of PDI farmers
- Developing policy and guiding implementation of board policies
- Ensuring fiduciary compliance and effective financial controls in terms of the PFMA, KING 3 and Good Governance.

#### **FURTHER TRAINING AND DEVELOPMENT (Co)**

2006 **Judicial Skills Training Course**

Law Society of South Africa

1994 **Conflict Resolution Skills Workshop**

Durban Teachers Centre

2006 **Project Management Training Programm**

2006 **Project Facilitation Training Programme**

2006 **Project Packaging and Evaluation**

2006 **Project Implementation and Monitoring**

2006 **Project Close Out Training Programme**

Durban University of Technology in conjunction with the Department of Humc Settlements :

2010 **Skills for Mediators**

2010 **Legal writing for Litigation**

2011 **New Procedures in Civil Regional and District Courts**

2011 **Divorce Procedures and Child Law**

Law Society of South Africa

2012 **ADR UK Accreditation for Commercial Mediation**

Mediation Company

Chartered Director IODSA(process of completing)

**Position:** *Board Member and Chairperson of the Finance Committee*  
**Company:** *Ezemvelo KZN Wildlife*  
**Period:** *November 2012 to February 2017*

**Scope of Work Done:**

- *Provide direction to management in controlling R150 million rand worth of assets being wildlife, flora and fauna ensuring effective conservation and sustained use of Kwa -Zulu Natal's biodiversity areas for the benefit of present and future generations.*
- *Strategising to project conservation for life*
- *Developing policy and guiding implementation of board policies ensuring fiduciary compliance and effective financial controls in terms of the PFMA.*

**Position:** *Member of Tribunal*  
**Company:** *Municipal Bids Appeal Tribunal Kwa -Zulu Natal Department of Treasury*  
**Period:** *2012 to 2022*

**Scope of Work Done:**

- *Preside/adjudicate over award of tenders awarded by municipalities*
- *Research case law and deliver written rulings advising the MEC regarding the award of tender*

**Position:** *Deputy Chairperson*  
**Company:** *Kwa Zulu Natal Rental Housing*  
**Period:** *2005 – 2011*

**Scope of Work Done:**

- *Presided / adjudicated over disputes between landlords and tenants*
- *Prepared , researched and delivered rulings that had the effect of magistrates court orders and is reviewable in the high court*
- *Mediated between disputing parties*
- *Attended to administrative functions correspondences,*
- *Chaired monthly meetings of the tribunal in the absence chairperson*

**Position:** *Appointed to the Panel of Liquidators/ Trustees*  
**Company:** *Department Of Justice and Constitutional Development*  
**Period:** *2004 to 2020*

**Position:** *Appointed to the Disciplinary Panel of the Professional Conduct Committee*  
**Company:** *Health Professions Council of South Africa*  
**Period:** *2009 to 2020*

**Position:** *Tutor – Private Law III*  
**Company:** *University Of Durban Westville Faculty of Law Academic Development Program*

**AFFIDAVIT**

I the undersigned

**PREETHA DABIDEEN**


do hereby

make oath and say

- I am an adult female an Attorney Practising at 1 Hopedene Grove Morningside Durban
- the facts deposed to herein are within my personal knowledge and belief
- I am not an unrehabilitated insolvent nor has my estate ever been declared insolvent ;
- I have no judgment or orders against me nor do I have any costs orders in any civil matters of court;
- I have never been convicted of an offence involving an element of dishonesty ;
- I am a South African citizen permanently resident in Kwa Zulu Natal;
- I have never been removed from an office of trust on account of misconduct in respect of fraud or the misappropriation of money ;
- I am not disqualified to serve as a Board Member in terms of the Companies Act of 2008;
- I do not have any interests in a business or enterprise which may conflict or interfere with the proper performance of my duties as a Board Member ;
- I am not a member, official or an employee of the National or Provincial Legislature ;
- I am of sound mind and no court has declared me otherwise;
- I have not been convicted at any time of a criminal offence;
- I am fully compliant with the independence of a director as required in terms of King 3 and 4;
- I confirm that I have no objection to being vetted .

  
P DABIDEEN

I certify that the Deponent has declared that he knows and understands the contents of this Affidavit and that to the best of his knowledge and belief it is the truth, which Affidavit has been sworn to and signed before me at DURBAN on this 13 day of MARCH 2023, in accordance with the requirements of Government Gazette Notice No R.1258 dated 11<sup>th</sup> June 1972 as amended by Government Gazette Notice No. R1648 dated 19<sup>th</sup> August 1977 and R.1428 dated 11<sup>th</sup> July 1980.

  
COMMISSIONER OF OATHS  
VIMALDUTT DABIDEEN  
SAICA 03275652 AGA (SA)  
COMMISSIONER OF OATHS  
1A HOPEDENE GROVE  
MORNINGSIDE, DURBAN, 4001

8

G.P.-S. 003-0171

J 353

**IN THE SUPREME COURT OF SOUTH AFRICA**  
( NATAL PROVINCIAL DIVISION )

PIETERMARITZBURG , this 6th day of JUNE , 19 94

Before the Honourable MR JUSTICE THIRION; and  
the Honourable MR JUSTICE McCALL

*13/3/94*  
VIMALDUTT DABIDEEN  
SAICA 03275652 AGA (SA)  
COMMISSIONER OF OATHS  
1A HOPEDENE GROVE  
MORNINGSIDE, DURBAN 400

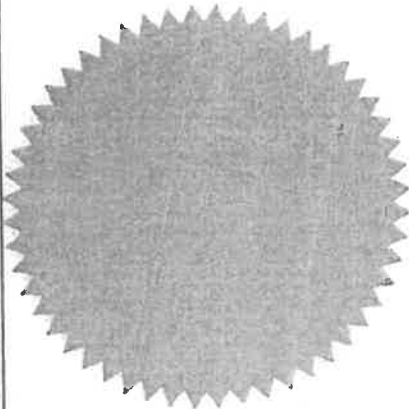
IT APPEARING THAT PREETHA DABIDEEN

is duly qualified to practise and to be admitted as an

ATTORNEY

of this Court, it is hereby ordered that <sup>her</sup>his

name be enrolled as such by the proper officer.



By order of the Court.

*[Signature]*  
E M KRIEL  
Registrar.

Enrolled same day.

*[Signature]*  
E M KRIEL  
Registrar.

9

# University of Durban-Westville



This is to certify that

PREETHA MAHARAJ

was this day at a congregation of the University  
admitted to the

degree of

**Baccalaureus Procuratoris**

having complied with the requirements of the  
Act, Statute and regulations

*13/3/2023*  
VIMALDUTT DABIDEEN  
SAICA 03275652 AGA (SA)  
COMMISSIONER OF OATHS  
1A HOPEDENE GROVE  
MORNINGSIDE, DURBAN, 4001

Handwritten signature of J. Reddy in black ink.

Vice-Chancellor

Handwritten signature of R. Jackson in black ink.

Registrar

A large, dark, circular seal with a serrated edge, partially visible on the left side of the page.

Westville, 25 APRIL 1992

## College of Law

*This is to certify that  
after the prescribed requirements were satisfied  
the six month*

### ADVANCED SHORT COURSE IN BUSINESS RESCUE PRACTICE

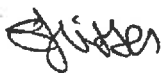
NQF LEVEL: 8 CREDITS: 12

*jointly offered by  
the Centre for Business Law of the University of South Africa  
and the Law Society of South Africa  
was awarded to*

**Preetha Dabideen**

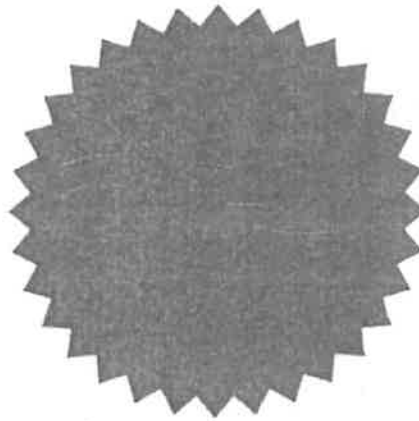



*SAICA 03275652 AGA (SA)*  
*13/13/12*  
  
**VIMALDUTT DABIDEEN**  
SAICA 03275652 AGA (SA)  
COMMISSIONER OF OATHS  
1A HOPEDENE GROVE  
MORNINGSIDE, DURBAN, 4001



Head: Centre for  
Business Law

July 2012



  
Director: Legal Educ  
and Develop  
Law Society of South /







University of Pretoria  
Faculty of Law

This is to certify that

*P Dabideen*

has successfully completed the

**AIPSA Diploma in  
Insolvency Law and Practice**

issued by the Association of Insolvency Practitioners of Southern Africa  
(Preparatory Course presented by the University of Pretoria)

February to November 2009

TRUE COPY  
13/3/23  
VIMALDUTT DABIDEE  
SAICA 03275652 AGA (SA)  
COMMISSIONER OF OATHS  
1A HOPEDENE GROVE  
MORNINGSIDE, DURBAN, 4001

*J. M. Simon*  
Chairperson: AIPSA

*[Signature]*  
Course Leader



*[Signature]*  
Course Leader

This is to certify that

*Preetha Dabideen*

successfully completed the  
Civil & Commercial Mediator Training Programme  
on


*22<sup>nd</sup> September 2012*

and holds the title

*ADR Group Accredited Mediator*

VERIFIED TRUE COPY  
13/3/13  
VIMALDUTT DABIDEEN  
SAICA 03275652 AGA (SA)  
COMMISSIONER OF OATHS  
1A HOPEDENE GROVE  
MORNINGSIDE, DURBAN, 4001

  
ADR Group, Chair

  
ADR Group, Director of Education & Training





University of Pretoria

Faculty of Law

Department of Procedural Law

This is to certify that

*P Dabideen*

has successfully completed the

**Advanced Certificate in  
Insolvency Litigation and Administration Practice**

August 2011 to June 2012

*Boraine*

Course Leader

*[Signature]*

General Manager: CE at UP

VERIFIED TRUE COPY  
OF ORIGINAL  
13/3/23

VERIMALDUTY DABIDEEN  
SAICA 03278952 AGA (SA)  
COMMISSIONER OF OATHS  
1A HOPEDENE GROVE,  
MORNINGSIDE, DURBAN, 4007



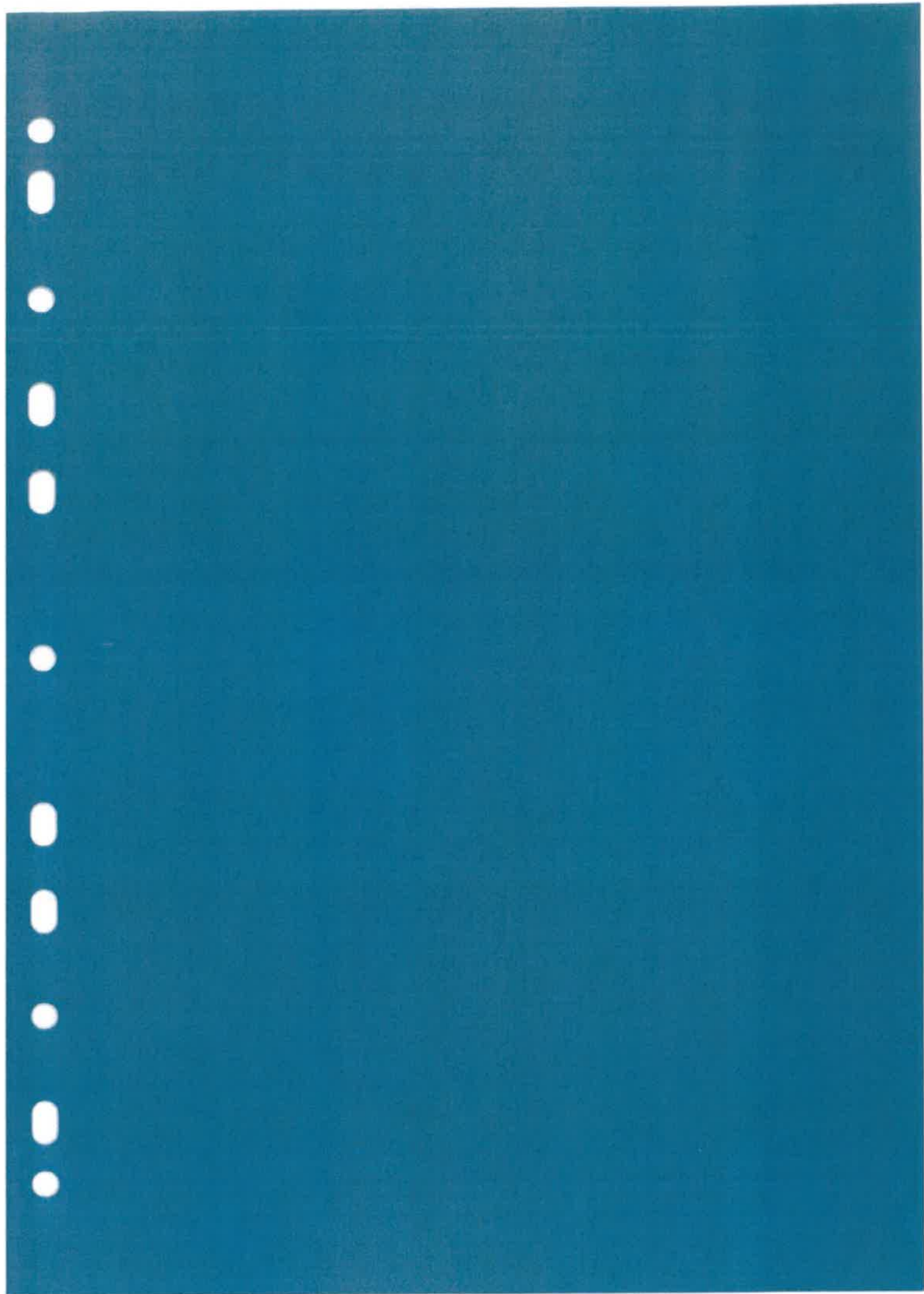
**LAW SOCIETY  
OF SOUTH AFRICA**



SAICA 08273552 (PO BOX 134)  
COMMISSIONER OF DATAS  
1A HOPEDENE GROVE  
MORNINGSIDDE, DURBAN, 4001

PRINTED TRUE COPY 13/12/03  
OF ORIGINAL

**MS ROSEMARY THEZI MABUZA**



**MEMBER OF THE ELECTORAL COMMISSION**

**CANDIDATE NOMINATION**


I, Mr. N Kuljeeth in my personal capacity as a citizen, resident at C  
hereby nominate Ms. Thezi Rosemary Mabuza to serve as a Member of the South African Electoral Commission.

Thezi Mabuza has extensive and applicable experience at executive management and board level in Corporate Governance and Administration She is seasoned, has extensive and significant knowledge of administrative operations and strategic intent at national level and has sound understanding of the electoral system and is well acquainted with the statutory and regulatory environment of South Africa. She has previously served as Deputy Presiding Officer and Presiding officer of a polling station in the 1994 national government and 1996 local government elections respectively.

Ms. Mabuza is a Chartered Director (IoD SA) and holds a Master's Degree in Public Policy and Administration and various degrees and certification in other business disciplines.

Details of the Nominator	
Name of Nominator:	Narain Kuljeeth
ID No:	
Contact Address:	
Cell No.:	
Email Address	

**Signature of Nominator:**



**Date: 22 April 2023**

**ACCEPTANCE OF NOMINATION**

I, Thezi Rosemary Mabuza, the Nominee, hereby confirm that the details set out below are true and correct, and hereby wish to accept such nomination and indicate my willingness to be appointed as a Member of the Electoral Commission. I am available to serve either as a full-time or part-time member.

DETAILS OF NOMINEE	
Name of Nominee:	Ms. Thezi Rosemary Mabuza
ID No:	
Gender:	Female
Contact Address:	
Telephone No.:	
Cell No.:	
Email Address:	
<b>PREVIOUS EXECUTIVE &amp; BOARD'S EXPERIENCE</b>	
	<b>DATE</b>
Acting Commissioner: National Consumer Commission	June 2019 - Current
Deputy Commissioner: National Consumer Commission	Feb. 2014 - May 2019
Head: National Liquor Authority	Feb 2011- Jan 2014
Board Member: National Gambling Board	2012 - 2014
SGB Member: Star of Hope Private School	1994- 1996

#See attached CV for comprehensive list of positions/ roles.

ACADEMIC QUALIFICATIONS & INSTITUTION	DATE AWARDED
<b>Master's Degree: Public Policy &amp; Admin [MPPA]</b> Jackson State University, Jackson, Ms [USA]	2000
<b>Certificate Programme in Leadership Development</b> Wits Business School (University of Witwatersrand)	2009
<b>Programme in Project Management</b> University of Pretoria, South Africa	2003
<b>Bachelor of Education (BEd.)</b> Major: School Management University of South Africa (UNISA), Pretoria, South Africa	1997

#See attached CV for comprehensive list of qualifications.

Signature of Nominee: 

Date: 22 April 2023



Phone: (Cell) (

Address: L

Email Address:

---

# THEZI ROSEMARY MABUZA

---

I offer more than 25 years of hands-on management experience, of which 13 have been at the Executive Management level, including 9 years within the consumer protection environment. I am a seasoned executive who employs her pioneering spirit and well-developed mentoring ability to lead teams to achieve their mandate and improve and excel on stakeholders' expectations and customers' experiences. I am a pioneer that consistently seeks creative solutions to address complex problems that challenge corporate goals.

I have proven aptitude to operate well in a time-sensitive environment, a situational leader and persuasive communicator who collaborates and influences positive attitudes at all levels. I am an analytical team player, a stickler for detail and a personable professional who is outcome-driven.

## CAREER SUMMARY

**2019/06 to date: Acting Commissioner**  
National Consumer Commission

### PURPOSE OF THE POSITION OF COMMISSIONER

The purpose of the position is to take overall accountability and responsibility as the Accounting Authority for the strategic leadership, operational management and governance of the National Consumer Commission

### FUNCTIONS:

- Provision of strategic leadership and oversee and direct the development and implementation of the strategic plan of the Commission;
- Management of the allocation of resources to achieve goals and objectives of the Strategic and Annual Performance Plan,
- Provision of leadership and management of relationships with major stakeholders.
- Provision of guidance in the management of monitoring and enforcement of compliance with the Consumer Protection Act by suppliers.
- Provision of guidance in the review and implementation of the regulatory framework for accreditation of Industry Codes; and
- Account to the Minister of the dtic and Parliament on the performance of the Commission in relation to the Strategic Plan and Annual Performance Plan.

**2014/02 – 2019/05: Deputy Commissioner**  
National Consumer Commission

**FUNCTIONS: Deputy Commissioner**

- Supported the Commissioner in the management of all functions of the Commission.
- Acted as Commissioner in the absence of the Commissioner.
- Provided strategic leadership in the management of operations of the Commission by:
  - Managing performance of the core mandate of the Commission.
  - Providing guidance on the management and resolution of consumer complaints and compliance enforcement.
  - Providing leadership and management in the application of exemptions by regulators, accreditation of ombud schemes and monitoring of the efficacy of accredited ombud schemes.
  - Providing leadership and management of relationships with major stakeholders in the consumer protection environment.
  - Managing the provision of media liaison, including, print, television and radio interviews.
  - Providing strategic leadership and guidance in respect of education and awareness initiatives that promote voluntary compliance to the provisions of the Consumer Protection Act.
  - Providing of strategic direction for consumer protection regulation with local, regional and international consumer protection regulators including accrediting of industry codes and monitoring of alternative dispute resolution agents.
  - Development, review and implementation of systems, processes and organizational culture that responds to clients' needs.

**2011/02 -2014/01: Head: National Liquor Authority**

Department of Trade and Industry

**FUNCTIONS: Head: National Liquor Authority**

- Provision of strategic leadership and management of performance of the National Liquor Authority as a business entity within the Department of Trade and Industry.
- Provision of leadership and management of relationships with major stakeholders in the liquor industry.
- Management and provision of media liaison, including, print, television and radio interviews.
- Provision of strategic leadership and guidance in respect of education and awareness initiatives that promote voluntary compliance to registration conditions in the liquor industry.
- Provision of strategic direction for liquor regulation with local, regional and international liquor regulators including serving as the chairperson of the National Liquor Regulators' Forum.
- Provision of strategic policy and regulation advice to the Minister through the National Liquor Policy Council including making presentation to the council.
- Development, review and implementation of systems, processes and organizational culture that responds to clients' needs.

**2009/05 - 2011/01: Senior Manager: Skills Development & Administration**

Safety & Security Sector Education and Training Authority (SASSETA)

**FUNCTIONS - Senior Manager: Skills Development and Administration**

- Overseeing the conducting of skills research in the Safety and Security Sector.

- Management of the development, implementation and monitoring of the Sector Skills Plans within the framework of the National Skills Development Strategy.
- Management of the secretariat services and coordination of Board Committees
- Facilitation of signing of service level agreements between SASSETA and its stakeholders.
- Overseeing the provision of guidance and assistance to stakeholders in the process of compiling and submission of workplace skills plans and the implementation thereof.
- Management of performance of the Skills Development and Administration division.

## OTHER POSITIONS HELD

Other positions held

**2008/03 - 2009/02: Acting Deputy Commissioner: Human Resource Development**  
Department of Correctional Services

**2007/08 - 2009/04: Director: Functional & Management Training**  
Department of Correctional Services

**2007/01 - 2007/07: Director: Training Standards**  
Department of Correctional Services

**2004/10 - 2006/12: Deputy Director: Head: Kroonstad & Zonderwater College**  
Department of Correctional Services, Pretoria

**2001/01- 2004/09: Assistant Director: Middle Level Leadership Development**  
Department of Correctional Services, Pretoria

**1999/09 - 2000/ 12: Graduate Assistant: Self- Study [Accreditation Compliance] Office**  
Jackson State University, Jackson, MS [USA]

**1998/10 – 1999/08: Assistant Director: Middle Level Leadership Development.**  
Department of Correctional Services, Pretoria

**1996/ 08- 1998/09: Principal Educationist: Ekuseni Youth Dev. Centre**  
Department of Correctional Services

**1990/ 01- 1996/ 08: Teacher/ Educator: Department of Education**

## ACADEMIC QUALIFICATIONS

**2009 Certificate Programme in Leadership Development (Duration: 1 Year)**  
Wits Business School (University of Witwatersrand)

**2003 Programme in Project Management (Duration: 1 Year)**  
University of Pretoria, South Africa

**2000 Master's Degree: Public Policy & Admin [MPPA] (Duration: 1½ year)**  
Jackson State University, Jackson, Ms [USA]

**1997 Bachelor of Education (BEd) (Duration: 2 Year)**

Major: School Management  
University of South Africa (UNISA), Pretoria, South Africa

- 1995 Bachelor of Arts (BA) (Duration: 4 Years)**  
University of South Africa [UNISA], Pretoria, South Africa
- 1989 Physical Education: Post Professional Teachers' Diploma (Duration: 1 Year)**  
Transvaal College of Education, Soshanguve, South Africa
- 1988 Sen. Primary Teachers' Diploma (Duration: 3 years)**  
Transvaal College of Education, Soshanguve, South Africa

## MEMBERSHIP

**2012/03 – TO DATE:** Member of the Institute of Directors

## BOARD EXPERIENCE

- 2013/03 - 2014/01:** Member of the Central Drug Authority  
Communication & Marketing Committee
- 2011/11- 2014/01:** Member of National Gambling Board  
HR & Remuneration Committee  
Legal & Licencing Committee
- 2007/01- 2007/04:** Board Member at Safety & Security Sector Education and Training Authority  
Chairperson of Corrections Chamber  
Member of the Learnership Committee
- 1994/03- 1996/08:** Member of School Governing Body  
Star of Hope Private School: KwaMhlanga  
Secretary

## SHORT COURSES

<b>2021</b>	Nyukela (SMS Pre-Entry Programme)	National School of Governance
<b>2007</b>	Khaedu [Action Learning]	SAMDI
<b>2006</b>	Ethics & Anti-Corruption	SAMDI
<b>2005</b>	Conflict Resolution	Centre for Conflict Resolution
<b>2002</b>	Compilation of Public Sector Budget	SAP Public Services
<b>2002</b>	Skills Development Facilitation	UNISA
<b>2002</b>	Industrial Relations Skills	SAMDI
<b>2002</b>	MS Office: intermediate	Department of Correctional Services

## RELEVANT SKILLS & COMPETENCIES

### 1. FINANCIAL MANAGEMENT

This competence was refined through various executive and management roles and formal study in both Project Management and Executive Leadership program and the ultimate test is the role of being the Accounting Authority and achievement of unqualified (Clean) audits. The functions include the following:

- Allocation of resources to achieve goals and objectives of the Strategic and Annual Performance Plan;
- Management and monitoring of financial risks;
- Overseeing the preparation of reliable and accurate financial reports as per Treasury Guidelines; and
- Ensuring that there is cooperation with External Auditors and National Treasury on financial matters.

### 2. RISK MANAGEMENT

The study in Project Management provided the foundation for the theoretical knowledge. The practical part was refined through various executive and management roles that required the strategic management and analyses of risks, their impact on the sustainability of the organisation and the development of Risk Management Plans to mitigate and manage their impact. The following functions/ activities were performed in the different roles:

- The facilitation of identification of enterprise risks;
- The management of the risk mitigation framework;
- Chairing of the Risk Management Committee; and
- The management of compilation and submission of quarterly and annual Risk Reports.

### 3. MANAGEMENT OF PERFORMANCE

This competence was refined through various executive and management roles and formal study in both Project Management and Executive Leadership program. The functions included the following:

- Facilitation of team goal setting and problem solving;
- Identification and management of competencies required and suitable resources for specific tasks to meet targets in the Annual Performance Plan;
- The negotiations of performance targets and management of staff appraisal;
- The tracking of quarterly and annual performance targets and development and implementation of remedial plans; and
- Management of accurate quarterly and annual performance reporting.

### 4. HUMAN RESOURCE MANAGEMENT

The modules in BEd and Masters' Degree provided the foundation for the theoretical knowledge in this competency. The practical experience was refined through the performance of functions in the various management and executive positions that included:

- Performance management, including mentoring and coaching;

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- Talent management as a Skills Development Facilitator;
- Facilitation of team-building sessions using tools such as Belbin;
- Application of labour and employment legislation and regulations; and
- Ensuring adherence to internal and national instruments with regards to HR practices.

## 5. PROJECT MANAGEMENT

This competence was refined through formal study in Project Management and by practice in the different projects in which I led. The functions performed included:

- Project scoping;
- Stakeholder analysis and risk mitigation;
- Staffing of the project and coordination of tasks;
- Procurement of resources;
- Project administration; and
- Project Management.

## 6. POLICY DRAFTING AND INDUSTRY REGULATION

Proficiency in the drafting of policies was developed through formal study as modules in the Masters' Degree. The regulation of the industry was refined through the performance of functions in the various positions that included:

- The drafting and reviewing of policies, acts and regulations;
- Reviewing and assessment of industry rules and codes of practices;
- Monitoring of the markets and developing of trends;
- Promotion of voluntary compliance;
- Management of enforcement of regulations in the respective industries;
- Facilitation of prosecution of infringements at the different fora; and
- Management of execution of administrative activities.

## 7. STAKEHOLDER RELATIONS

This competence was refined through various management and executive roles and functions; these included the following:

- Identification of different stakeholders and their value to the organization
- Liaising with critical stakeholders;
- Negotiating on areas of common interest and mutual benefit;
- Reviewing and approval of MoUs/ MoAs with different stakeholders; and
- Overseeing of implementation of common projects/ plans.

## 8. FACILITATION AND PRESENTATION

This competence was refined through formal study in the education qualifications. The experience was honed through practice in the facilitation of team-building session and planning. The functions included:

- Facilitation of team-building sessions;
- Facilitation of planning and work sessions;
- Presentation during training interventions for work sessions;

- Chairing of the different Committees Meetings at Board level; and
- Chairing of the Executive meetings.

## REFERENCES

**Mr. Ebrahim Mohamed [Previous Supervisor]**  
**Ex-Commissioner**  
National Consumer Commission  
Mobile:

**Ms. Zodwa Ntuli [Previous Supervisor]**  
**EX-Commissioner: B-BBEE Commission**  
Mobile:

**Mr. Tumelo Baleni [Peer]**  
Acting CEO: SANAS  
Mobile:

**Mr. Narain Kuljeeth [Subordinate]**  
Ex- Company Secretary: NCC  
Mobile:  
Email:



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I.D.No. \_\_\_\_\_



**S.A. BURGER/S.A. CITIZEN**

VAN/SURNAME

**MABUZA**

VOORNAAM/FORENAMES

**THEZI ROSEMARY**

GEBOORTEDISTRIK OF LAND/  
DISTRICT OR COUNTRY OF BIRTH

**SOUTH AFRICA**

GEBOORTEDATUM/  
DATE OF BIRTH



DATUM UITGEREIK  
DATE ISSUED

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DIENSTUR-GENERAAL:  
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ISSUED BY AUTHORITY OF THE  
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HOME AFFAIRS