

**DEPARTMENT: PUBLIC ENTERPRISES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION NO.: 1201**

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| **1201. Mr E J Marais (DA) to ask the Minister of Public Enterprises:** |
| 1. (a) What are the details of the process followed to appoint a certain person namely Ms Adila Chowan to the position of Chief Financial Officer of Alexkor SOC Pty Ltd in October 2017, (b) when was the vacancy advertised, (c) what are the details of the other candidates who (i) applied and (ii) got shortlisted, (d) what criteria had to be met to qualify for the position and (e) what are the names of each member of the selection and interview panel; 2. whether the specified person disclosed being involved in a litigation process at the time of the interview and/or appointment process relating to a previous position held at another company (name furnished)? NW1295E |

**REPLY:**

The response is based on information received from Alexkor SOC Limited.

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| (1) | (a) | The position was advertised in the Sunday Times, shortlisted candidates were interviewed and the successful candidate was required to undergo a psychometric test. The preferred candidate was then referred to the Minister of DPE for appointment. This was in line with Alexkor’s recruitment and selection process. | | |
|  | (b) | 26 February 2017 | | |
|  | (c) | (i) | The names of the candidates who applied for the position is in the possession of the Department and the members are welcome to request sight of said list.  The challenge in publicly disclosing the names is that application for these level positions is done on a confidential basis, and disclose may negatively affect the current employment relationship of the applicants. Besides, the disclosure cannot be done without the candidates giving the Department consent to disclose their names. | |
|  |  | (ii) | As per (1)(c)(i) above | |
|  | (d) | (i) | CA (SA) with commercial experience, preferably within mining | |
|  |  | (ii) | Diamond and coal mining experience will be an advantage | |
|  |  | (iii) | At least 5 years’ experience relating to managing finance operational teams | |
|  |  | (iv) | Experience in an Executive Management position would be an advantage | |
|  |  | (v) | Comprehensive understanding and proven track record in the implementation of PFMA and Treasury Regulations (3 years SOC/SOE experience would be an advantage) | |
|  | (e) | (i) | Ms M Lehobye | (Member of the Board of Directors) |
|  |  | (ii) | Mr T Matona | (Member of the Board of Directors) |
|  |  | (iii) | Mr S Danana | (Member of the Board of Directors) |
|  |  | (iv) | Ms Z Ntlangula | (Member of the Board of Directors) |
|  |  | (v) | Dr R Paul | (Advisor to the Board of Directors) |
|  | (e) | The names of the selection and interview panel for this position have been disclosed to the Department; however, due to the confidential nature of this information, no further details will be disclosed. | | |
| (2) | The question was not asked during the interview with the candidate whether there was any litigation process that she was involved in. At the time the offer of appointment was made in August 2017, the information relating to the litigation was public knowledge. | | | |