

SUMMARY:

PROCESS FOR THE FILLING OF ADVERTISED POST OF EXECUTIVE DIRECTOR (DEPUTY DIRECTOR-GENERAL): INDEPENDENT COMPLAINTS DIRECTORATE

The establishment of the INDEPENDENT COMPLAINTS DIRECTORATE is regulated by section 50 (1) - (4) of the South African Police Service Act, 1995, Act 68 of 1995.

The appointment of the Executive Director: Independent Complaints Directorate is regulated by section 51 (1) of the aforesaid act.

Section 51 (1) of the South African Police Service Act, 1995, Act 68 of 1995 further determines that the Minister shall nominate a suitably qualified person for appointment in accordance with a procedure to be determined by the Minister in consultation with the Parliamentary Committees. The Parliamentary Committees shall, within a period of 30 parliamentary working days of the nomination in terms of subsection (1), confirm or reject such nomination.

A process comprising the national advertisement of the post was embarked upon and the post was placed, in the national media on 7 June 2009, with a closing date of 22 June 2009.

The following key performance areas for this post were identified and incorporated into the advertisement:

- Ensuring the effective and efficient investigation of public complaints relating to offences and misconduct allegedly committed by members of the South African Police Service;
- Managing and administering the Directorate;
- Acting as Accounting Officer of the Directorate responsible for executing the functions as prescribe by the Public Finance Management Act;
- Performing such functions as the Minister may consider necessary or expedient.

A total number of 157 applications were received for the advertised post whereupon a pre-selection was done by scrutinising each of the applications received, with due consideration of the core functions and requirements for the post as indicated in the advertisement. The following candidates were short listed and invited to the final interviews:

| NAME | EMPLOYER/DEPARTMENT |
|-----------|---|
| EG Valoyi | Acting Executive Director: Independent Complaints Directorate. |
| S Thokhe | Executive Manager: Provincial Investigations and Coordination: Office of the Public Protector |
| F Beukman | Self employed as attorney. |

A selection committee was established consisting of:

Minister of Police: Mr EN Mthethwa
 Minister of State Security: Mr S Cwele and
 Director General: Social Development: Mr V Madonsela

The selection panel convened on 20 July 2009, whereupon the evaluation process of the short listed candidates were conducted through means of structured interviews.

After due consideration of the candidature of these individuals, the Committee unanimously agreed to recommend the appointment of Mr Francois Beukman on the basis of the strengths he displayed against the required competency profile in comparison with the other candidates who were interviewed. Short profiles of all short listed candidates are accordingly attached.

Name: Francois BEUKMAN

Age: 43 years

Race/Gender: White Male

Qualifications:

- Senior Certificate (1983);
- Bachelor of Arts (1986);
- BA Hons. Political Science (1987);
- MA International Relations (1990);
- B.Proc 1996;
- LLB (2006)
- Solicitor of the High Court of England and Wales, 2007

Experience:

- Miller, Bosman Le Roux Attorneys: 1996-1998;
- Director of Legal firm: MFB Matthee Fourie Beukman: 1998 to 2000;
- Attorney, Francois Beukman Attorneys & Conveyanc ANC-MP : 2005
- NNP-MP: 1999-2004
- Chairperson of Scopa: (Standing Committee on Public Accounts) 2002-2005
- Committee of Chairpersons, National Assembly: 2002-2005
- Member of Scopa: 2000-2005
- Member of Portfolio Committee on Trade and Industry : 2000-2002
- Admitted as an attorney who has right of appearance in the High Court: 2006
- Member of Parliament: 2 June 1999 to 21 April 2009;
- ANC -MP: Portfolio Committee on Foreign Affairs 2008-2009
- Attorney, Francois Beukman Attorneys & Conveyancers: 2000 - present.

Name: Shirley Motlapula THOKE

Age: 46 years

Race/Gender: African Female

Qualifications:

- B Juris: (1987)
- LLB: (1998)

Experience:

- Executive Manager: Provincial Investigations and Coordination: Office of the Public Protector; January 2009 till date;
- Acting CEO: Office of the Public Protector: December 2007- November 2008;
- Executive Manager: Provincial Coordinator: Office of the Public Protector: July 2006 - December 2007;
- Senior Manager: Provincial Coordinator: Office of the Public Protector: July 2003-June 2006
- Senior Investigator: Office of the Public Protector: December 2000 - June 2003
- Chief Planner: Dept of Land Affairs: May 1996 - Nov 2000
- Legal Advisor: Bophutatswana Agricultural Marketing Board
- Clerk of the Court: Prosecutor: Dept of Justice August 1984- 1988

Name: Elias Gezani VALOYI

Age: 53 years

Race/Gender: African Male

Qualifications:

- B. Administration (1991)
- Diploma in State Finance (1985)
- M Commerci (HRM) (1999)

Experience:

- Acting Executive Director: Independent Complaints Directorate: from 2008 till date;
- Chief Director: Corporate Services: 2003 to 2008; Independent Complaints Directorate;
- Director: Corporate Services: Independent Complaints Directorate: 2001 to 2003;
- Deputy Director: HRM: Independent Complaints Directorate: 1997 to 2001;
- Assistant Director: Department of Education: 1995 to 1997;
- Internal Auditor: Department of Education: 1981 to 1994; and
- Accounting Clerk: BIC. 1978 to 1981.