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16 October 2019

Honourable GB Magwanishe

Chairperson of the Justice and Correctional Services Committee

Per email: gmagwanishe@parliament.gov.za

And to: Members of the Justice and Correctional Services Committee

Per email: vramaano@parliament.gov.za

Results of a Public Persona Survey and Desktop Vetting of Candidates

1. We refer to the above matter
2. Corruption Watch is a civil society organisation that opened its doors to the public in January 2012. We are registered as a non-profit company in terms of the Companies Act. Corruption Watch encourages the public to report incidents of corruption to us and we use these reports as an important source of information to fight corruption in South Africa and hold our leaders accountable. We achieve this through research, public mobilisation campaigns, policy advocacy, strategic litigation and select investigations.
3. Since 2016, Corruption Watch has been campaigning around the appointment processes of leaders to key crime and corruption fighting institutions in South Africa. The objectives of our work are largely to ensure that candidates are appointed in a transparent manner, assessed against clear merit-based and objective criteria, and that avenues for public participation in appointment processes are made available.

4. In light of the incumbent Deputy Public Protector's ("DPP") term of office coming to an end on 9 December 2019, Corruption Watch has launched a public awareness and participation campaign around the proposed parliamentary appointment process.

Persona survey

5. One of the key activities of our campaign was to develop a persona for the ideal model of the next DPP, based on public opinion. We consider this activity to be an important avenue for public participation in the selection proceedings. As with the [previous persona survey](#) conducted by Corruption Watch in 2016 in relation to the appointment of the Public Protector, this survey can again be used to assist the Portfolio Committee on Justice and Correctional Services to form a set of criteria to consider when short-listing and interviewing candidates for the position of DPP.
6. Corruption Watch released an online survey, in August 2019, via our web and social media platforms that encouraged the public to contribute towards creating the persona of the ideal DPP. 359 respondents participated in the survey. While respondents are random we do not claim that they are a scientifically sound representation of the demographics of South Africa.
7. The results of the persona survey highlight some significant and notable trends. Firstly, there are clear preferences for the types of qualifications that should be held by the next deputy public protector. A total of 74% of respondents noted that the ideal candidate should be admitted as an advocate or attorney who has practised for at least 10 years. Sixty-nine percent (69%) of participants further noted that candidates who have specialised knowledge and experience in the administration of justice, public administration or public finance would also be preferred for the position of DPP. Respondents ranked these qualifications as 'most important', whilst 60% noted that being a Member of Parliament for a cumulative period of 10 years is the least important qualification for this position.
8. In line with a legal qualification, (75%) the public believe that adequate legal experience is a necessity for the candidate, followed by investigative experience (71%), and experience in the social justice sector (58%). The public have also stated that the ideal set of skills that the incumbent should possess include investigative and analytical skills (82%), communication skills (80%), and finally an acumen for leadership (77%).
9. In terms of important areas that the next deputy public protector should be knowledgeable about, respondents prefer candidates who can conduct objective evaluations and investigations (67%),

who understands guiding legislation such as the Constitution (59%), and who knows the roles and responsibilities of Chapter 9 institutions (57%).

10. According to the respondents, the incoming candidate should prioritise high profile cases that highlight the misuse of public funds and the abuse of power by public officials (67%), focus on building the capacity of staff members to ensure rigorous and independent findings (61%), as well as preserve the independence of the Office of the Public Protector (60%).
11. The public were asked to highlight three important values that the deputy public protector should possess, and it is unsurprising that integrity (90%), accountability (62%), and honesty (56%) top the list. Furthermore, respondents would prefer a candidate who has respect for the rule of law (93%), who is accountable (90%), and someone who displays high levels of objectivity (88%) and independence (87%).
12. The methodology and data analysis for the survey is listed below under Annexure A of this submission.

Vetting of candidates

13. Following Parliament's release of all the candidates who applied / were nominated for the position of DPP, Corruption Watch has undertaken a basic desktop vetting of all 26 candidates. Please note that for the purposes of this exercise, we did not attempt to verify the candidates' educational qualifications, nor could we conduct a discrete intelligence report on the candidates due to our request to access the identity numbers for the candidates being ignored. As a result, we could not determine the business interests and potential criminal records / legal infringements of applicants. Our submission has relied solely on the candidates CVs, as well as information in the public domain.
14. In summary, 26 candidates applied / were nominated for the position of DPP. 58% of candidates are men and 42% are women. The majority of candidates (88%) have legal qualifications, however only 69% of applicants meet the criteria for the position of DPP as set out in section 2A (4) of the Public Protector Act. Six candidates do not meet the criteria, but it is also unclear if one candidate meets the criteria based on the information provided in their CVs. 8 candidates have experience in managing large institutions, whilst 13 applicants have experience in conducting investigations. One candidate already has adverse findings against him by Parliament when applying for another position at a Chapter 9 institution, whilst four others have allegations levelled against them of varying degrees of seriousness.

15. We trust that this information will assist the Justice and Correctional Services Committee in its deliberations when short listing candidates.

Sincerely,



Ms Kavisha Pillay
Head: Stakeholder Relations & Campaigns



Ms Sabeehah Motala
Project Coordinator

Signed off by:



Mr David Lewis
Executive Director

Advocate Indhera Goberdhan

EXECUTIVE SUMMARY

Advocate Goberdhan is currently a practising advocate, and also employed as the Acting Company Secretary at the uMgungundlovu District Municipality. She has obtained a Bachelor of Arts from University of KwaZulu-Natal, as well as a Bachelor of Laws (B Juris) and Master of Laws from the University of South Africa. Advocate Goberdhan was admitted as an advocate of the High Court in 1996 and is currently in the process of pursuing her Doctorate of Law. Advocate Goberdhan's CV notes that she has experience in drafting wills and trusts, the administration of estates, insolvency, succession law, tax law, labour law, land claims, medical negligence and immigration. She also has experience in assisting Members of the Provincial Legislature with legal matters. In accordance with Section 2A (4) of the Public Protector Act, Advocate Goberdhan meets the criteria for the position of Deputy Public Protector, as she is admitted as an advocate, practiced law, and has experience lecturing in law, for a period of more than ten years.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---------------------------|-----------|-----------------------------|---------------------------|
| Bachelor of Arts | Degree | University of KwaZulu Natal | Unknown |
| Bachelor of Law (B Juris) | Degree | University of South Africa | Unknown |
| Master of Laws (LLM) | Degree | University of South Africa | Unknown |
| Admission as an Advocate | Admission | Pietermaritzburg Bar | 1996 |
| Doctorate of Law (LLD) | Degree | | In search of a supervisor |

CAREER PATH

| Name of Employer | Position | Period |
|---|----------------------------|----------------------------|
| Master of the Pietermaritzburg High Court | Assistant Master | July 1990 – September 2004 |
| Master of the Pietermaritzburg High Court | Acting Magistrate | 1 June 2000 |
| LMD Africa Administration Trust | Chief Executive Officer | October 2004 – July 2007 |
| National Department of Statistics | Interim Statistics Counsel | Unknown |

| | | |
|---|---|------------------------------|
| KwaZulu-Natal Legislature | Legal Practitioner | February 2014 – October 2014 |
| Private practice | Advocate | Unknown - current |
| uMgungundlovu Economic Development Agency Board | Acting Company Secretary | August 2019 – current |
| Emthunzini Wokuphumula (PTY) LTD | Legal Advisor | Unknown – current |
| Unknown | Lecturer for magistrates and magistrates' personnel in administration of deceased estates | Unknown |
| Varsity College | Lecturer in Constitutional Law | Unknown |

PROFESSIONAL AND PERSONAL CONDUCT

Not available

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| Board, Trust and other Memberships | uMgungundlovu Economic Development Agency Board Association for the Advancement of Black Rescue and Insolvency Practitioners of South Africa Membership |
| Volunteer Work | Free legal advice, ANC Office at the KZN Legislature, current Programmes on dealing with deceased estates with rural communities, current |
| Known political affiliation | Unknown |
| Professional outputs and awards | Not available |

Advocate Zarina Kellerman

EXECUTIVE SUMMARY

Advocate Kellerman is currently employed as the Director of Baruch Legal (Pty) Ltd. She obtained a Bachelor of Arts degree in 1997 and a Bachelor of Laws (LLB) in 1999, both from the University of the Witwatersrand. She was admitted as an attorney in 2003, and as an advocate of the High Court in 2015. Advocate Kellerman's CV highlights that she has experience in negotiation, mediation and lecturing, as well as experience in commercial law and litigation, corporate governance, compliance, and development and implementation of government policies, particularly in relation to mineral resources. In accordance with Section 2A (4) of the Public Protector Act, Advocate Kellerman meets the criteria for the position of Deputy Public Protector, as she has cumulative experience in legal practice and lecturing, as well as public administration, of over ten years.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--------------------------|--------------------------|---|------|
| Bachelor of Arts | Degree | University of the Witwatersrand | 1997 |
| Bachelor of Laws (LLB) | Degree | University of the Witwatersrand | 1999 |
| Admission as an Attorney | Admission | High Court of South Africa TPD | 2003 |
| Arbitrator | Certificate/Short Course | Association of Arbitrators | 2008 |
| International Mediator | Certificate/Short Course | Centre for Effective Dispute Resolution UK | 2011 |
| UN Cross-Border Mediator | Certificate/Short Course | UNITAR | 2011 |
| Executive Coach | Certificate/Short Course | University of Cape Town | 2015 |
| Admission as an Advocate | Admission | High Court of South Africa, Gauteng Division | 2015 |

CAREER PATH

| Name of Employer | Position | Period |
|---|---|--------------------------------|
| Edward Nathan & Friedland and Knowles Husain Lindsay Inc. | Candidate Attorney | January 2000 – December 2002 |
| University of the Witwatersrand | Developed and Lectured on HIV/AIDS Law | 2002 2004 |
| Knowles Husain Lindsay Inc. | Associate, Senior Associate | January 2003 – June 2005 |
| Routledge Modise Inc. | Senior Associate | June 2005 – January 2006 |
| Routledge Modise Inc. | Salary Partner | January 2006 – December 2008 |
| Association of Arbitrators | Course Coordinator | 2008 – 2013 |
| Eversheds (change of name from above) | Equity Partner and Partner in charge of the Asia desk | January 2009 – August 2010 |
| Association of Arbitrators | Chief Executive Officer | September 2010 – December 2012 |
| Law Society of the Northern Provinces | LEAD Trainer on Alternative Dispute Resolution | 2011 – 2013 |
| Conflict Dynamics (Pty) Ltd | Trainer, Assessor and Coach for the CEDR course | 2011 – present |
| Lady Justice (Pty) Ltd | Legal Consultant | January 2013 – July 2013 |
| Alexcor SOC Limited | Chief Legal Officer | August 2013 – October 2015 |
| Department of Mineral Resources | Special Advisor to the Minister | November 2015 – February 2018 |
| Baruch Legal (Pty) Ltd | Director | March 2018 – present |

PROFESSIONAL AND PERSONAL CONDUCT

In 2017 a Fin24 Article¹, stated that “in 2014 the Guptas opened up a new front in their state capture project via Alexkor [SOC Limited]”, where Ms Kellerman was Chief Legal Officer at the time. The article mentions a letter of complaint sent to the then Public Protector, Advocate Thuli Madonsela, which claims that Advocate Kellerman was part of a process to manipulate the awarding of a marketing tender to a company called Scarlet Sky, allegedly linked to the Guptas.

Advocate Kellerman, after resigning from Alexkor, became a special advisor to the Minister in the Department of Mineral Resources. Advocate Kellerman, in the same Fin24 article mentioned above is

¹ <https://www.fin24.com/Companies/Industrial/a-tale-of-two-captures-alexkor-gupta-inc-and-wmc-20171213>

quoted as saying, “I only officially joined the minister’s team in April 2016,” however her CV shows that she took up the position in November 2015.

In testimony at the Commission of Enquiry into State Capture, Nedbank Group CEO Mike Brown, stated that Nedbank was invited to an Inter-Ministerial Committee (IMC) by Advocate Kellerman. The purpose of this meeting was to discuss the “closure of bank accounts or termination of relationships.”² The IMC was reportedly claimed to be made up of the then-Minister of Mineral Resources Mosebenzi Zwane, then Labour Minister Mildred Oliphant, then-Minister of Finance Pravin Gordhan and then-Minister of Communications Faith Muthambi, however in the supposed meeting convened by the IMC with Nedbank, only Zwane and Kellerman were in attendance, but the other ministers were absent.³ Brown testified that the meeting included questions around the closure of Gupta accounts at the bank, despite the fact that Nedbank had not publicly announced that they had closed Gupta-related accounts.⁴ Furthermore, a letter written by Gordhan to Zwane states that “no inter-ministerial committee was established.”⁵

In another testimony at the Commission, former Director General at the Department of Mineral Resources Dr Thibedi Ramontja alleges that Advocate Kellerman along with two other Ministerial advisors were interfering in the government department by issuing orders and “running the show.”⁶

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| <p>Board, Trust and other Memberships</p> | <p>Businesswomen’s Associations</p> <p>WiMSA (Women in Mining)</p> <p>Association of Arbitrators</p> <p>International Bar Association (IBA)</p> <p>London Court of International Arbitration (LCIA)</p> <p>Association of the Chartered Institute of Arbitrators (CIArB), UK</p> <p>Arbitration and Mediation Panel Member for the Law Society of the Northern Provinces</p> |
|--|--|

² <https://www.dailymaverick.co.za/article/2018-09-19-nedbank-chief-spills-the-beans-on-gupta-based-meeting-with-zwane/>

³ <https://www.fin24.com/Companies/Financial-Services/wrap-statecapture-inquiry-mosebenzi-zwane-made-threat-about-nedbanks-licence-20180919>

⁴ Ibid.

⁵ <https://citypress.news24.com/News/how-zwane-duped-minister-to-a-fake-committee-meeting-20180921>

⁶ <https://www.dailymaverick.co.za/article/2019-03-14-tangled-tale-of-resignations-coal-mines-and-costly-contracts/>; <https://citizen.co.za/news/south-africa/state-capture/2102498/how-patronage-captured-the-anc-and-state-jonas/>

| | |
|--|---|
| | <p>Arbitration and Mediation Panel Member for the MCCI Permanent Arbitration Court</p> <p>Member of the Financial Advisory Board for Every Nation Church Ruimsig and Johannesburg</p> |
| Volunteer work | Mentor and life coach to 10 young adults |
| Board and Trust affiliation | <p>Director of the Teddy Bear Clinic for Abused Children (2006 – 2010)</p> <p>Director of the Association of Arbitrators (2010 – 2012)</p> <p>Trustee of the Italtile BEE Trust (2007 – 2010)</p> <p>Director of Eversheds SA (Pty) Ltd (2006 – 2010)</p> <p>Director of Kellerman Consulting (Pty) Ltd (100%), ZK Consulting (Pty) Ltd (100%), Baruch Legal Services (Pty) Ltd (100%) (current)</p> <p>Trustee of the Baruch Trust (current)</p> |
| Known political affiliation | Unknown |
| Professional outputs and awards | <p>Published various papers, available on request</p> <p>Two nominations in the Top Women in Business and Government publication</p> <p>Elder at Every Nation Church, Ruimsig</p> |

Advocate Sonwabile Mancotywa

EXECUTIVE SUMMARY

Advocate Mancotywa is currently employed as the Chief Executive Officer of the National Heritage Fund. He obtained both a B Juris and an LLB (Bachelor of Laws) degrees from the University of Transkei in 1991, as well as a postgraduate diploma in Management Practice from Rhodes University in 1999. He was admitted as an advocate of the High Court in 2003. Advocate Mancotywa has experience in public management, policy development, public finance management, governance and stakeholder management as a result of occupying various positions in the public sector. In accordance with Section 2A (4) of the Public Protector Act, Advocate Mancotywa meets the criteria for Deputy Public Protector, as he is admitted as an advocate of the High Court and has over ten years of experience in public administration. He also has experience in managing a large institution

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|---------------------------------|-------------------|
| Bachelor of Laws (B Juris) | Degree | University of Transkei | Unknown |
| Bachelor of Laws (LLB) | Degree | University of Transkei | 1991 |
| Postgraduate Qualification in Management Practice | Postgraduate Diploma | Rhodes University | 1999 |
| Admission as an Advocate | Admission | High Court | 2003 ⁷ |
| Management Advanced Programme | Certificate/Short Course | University of the Witwatersrand | 2005 |

CAREER PATH

| Name of Employer | Position | Period |
|--|-------------------------|-------------|
| Teba | Clerk | 1986 – 1987 |
| Department of Transport, Transkei Government | Accident Claims Officer | 1989 – 1990 |
| African National Congress | Monitoring Coordinator | 1993 – 1994 |

⁷ <https://www.pressreader.com/south-africa/daily-dispatch/20181213/281612421491118>

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|--|---|----------------|
| Umthatha Advice Centre | Legal Advisor | 1992 – 1994 |
| Eastern Cape Provincial Legislature | Chairperson, Youth Affairs Portfolio Committee (Member of the Provincial Legislature) | 1993 – 1996 |
| Department of Transport (Eastern Cape Provincial Government) | Chairperson of Transport Study Group | 1994 – 1996 |
| Eastern Cape Provincial Legislature | Member of the Public Accounts Standing Committee (Member of the Provincial Legislature) | 1994 – 1996 |
| Eastern Cape Provincial Government | Member of the Executive Council for Arts and Culture | 1996 – 1999 |
| Department of Trade and Industry | Manager: Gambling, Lotteries and Liquor Regulating Office | 2000 – 2002 |
| National Heritage Council | Chief Executive Officer | 2004 – current |
| National Lotteries Distribution Agency for Arts and Culture | Unknown | 2006 – 2011 |

PROFESSIONAL AND PERSONAL CONDUCT

As CEO of the National Heritage Council, Advocate Mancotywa encouraged government to audit churches in South Africa, saying that they should not operate without accountability. This was a result of incidents where pastors and some churches were accused of duping members of the public. Advocate Mancotywa was quoted as saying: “you then develop a code of ethics, a code of good practice which will set some standards and norms of what is acceptable and what is not acceptable. We are able to protect our people while preserving the dignity of the church at the same time.”⁸

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| Board, Trust and other Memberships | Ross Cultural Association National Lottery Board Gauteng Liquor Board (Chairperson) |
| Known political affiliation | South African Youth Congress South African National Students’ Congress ANC Youth League |

⁸ <https://ewn.co.za/2018/10/22/call-for-churches-in-sa-to-be-audited>

| | |
|--|---|
| | ANC |
| Professional outputs and awards | <p>Chairperson of the Youth Affairs Portfolio Committee in the Eastern Cape Legislature</p> <p>Youngest MEC to be appointed in the Executive Council in South Africa</p> <p>Pioneered formation of the Africa World Heritage Fund</p> <p>Initiated the South African Liberation Heritage Route</p> <p>Former member of the Gauteng Premiers Awards for Excellency</p> <p>RAVZOL Leadership Award 2019⁹</p> |

⁹ <https://www.dispatchlive.co.za/politics/2019-01-25-former-eastern-cape---mec-honoured-for-arts-and-culture/>

Advocate Shadrack Nkuna

EXECUTIVE SUMMARY

Advocate Nkuna is currently employed as Deputy Director: Public Administration Investigations at the Office of the Public Service Commission. He obtained a Bachelor of Administration degree from the University of Limpopo in 2000, a Bachelor of Laws (LLB) from the University of South Africa in 2010 and a Master of Laws from the University of Pretoria in 2014. He is admitted as an advocate of the High Court. According to Advocate Nkuna's CV, he has experience in policing, investigations, handling complaints, legal research, financial management, provision of legal support, writing of legal opinions and implementation of good governance. In accordance with Section 2A(4) of the Public Protector Act, Advocate Nkuna meets the criteria for the position of Deputy Public Protector as his cumulative experience in public administration/administration of justice tallies up to more than ten years. He also has experience in managing a large institution.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|-------------------------------------|--------------------------|-----------------------------|---------|
| Bachelor of Administration | Degree | University of Limpopo | 2000 |
| Bachelor of Laws (LLB) | Degree | University of South Africa | 2010 |
| Practical Legal Training | Admission | Law Society of South Africa | 2013 |
| Masters of Law (LLM) | Degree | University of Pretoria | 2014 |
| Certificate in Legislative Drafting | Certificate/Short Course | University of Johannesburg | 2015 |
| Admission as an Advocate | Admission | Unknown | Unknown |

CAREER PATH

| Name of Employer | Position | Period |
|--|---|------------------------------|
| Douglasdale SAPS | Constable | December 2002 – January 2011 |
| University of South Africa | Face-to-face tutor (independent contractor) | January 2011 – November 2014 |
| Directorate for Priority Crimes Investigation Unit | Specialist Commercial Investigator | 2011 – 2015 |

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|---|---|----------------|
| Office of the Public Service Commission | Deputy Director: Public Administration Investigations | 2015 – current |
|---|---|----------------|

PROFESSIONAL AND PERSONAL CONDUCT

Not available

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|--|--|
| Known political affiliation | Unknown |
| Professional outputs and awards | Industrial Psychology Best Student, 2000 Performance Bonus by SAPS in 2005/2006 Performance Bonus by SAPS in 2006/2007 Performance Bonus by SAPS in 2007/2008 Awarded scholarship by Ford Foundation to pursue LLM in 2011 |

Advocate Noxolo Mbangeni

EXECUTIVE SUMMARY

Advocate Mbangeni is currently a practising advocate. She obtained both a B. Juris in 1997 and LLB (Bachelor of Laws) in 2001 from the University of the Western Cape. She was admitted as an advocate of the High Court in 2014. According to Advocate Mbangeni's CV, she has experience in criminal litigation, environmental law, providing legal advice and training, drafting contracts, writing of legal opinions and implementation of public policies. In accordance with Section 2A (4) of the Public Protector Act, Advocate Mbangeni meets the criteria for Deputy Public Protector. She has cumulative experience of over ten years in the administration of justice, legal practice and public administration.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|--------------------------------|---------|
| Bachelor of Law (B Juris) | Degree | University of the Western Cape | 1997 |
| Bachelor of Laws (LLB) | Degree | University of the Western Cape | 2001 |
| Admitted Advocate of the High Court | Admission | Unknown | 2014 |
| Conflict Resolution Course | Certificate/Short Course | CSV | Unknown |
| Prosecution of Crimes/Environment Course | Certificate/Short Course | Justice College | Unknown |
| Labour Relations Course | Certificate/Short Course | University of Western Cape | Unknown |
| Balanced Scorecard Course | Certificate/Short Course | IGS World | Unknown |
| Emerging Management Development Programme | Certificate/Short Course | AMDP | Unknown |
| Executive Management Training | Certificate/Short Course | Unknown | Unknown |

CAREER PATH

| Name of Employer | Position | Period |
|--|---|-------------|
| Gold Circle | Booth Controller | 1996 - 2002 |
| ICWD University of Western Cape | Researcher | 1998 |
| Gender Advocacy Programme: NICRO | Legal Advisor/Researcher | 2001 - 2002 |
| National Prosecuting Authority | Prosecutor | 2002 - 2007 |
| Department of Environmental Affairs and Tourism | Legal Advisor | 2007 |
| Department of Agriculture, Forestry and Fisheries | Senior Legal Advisor Acting Director | 2007 - 2013 |
| Cape Bar Council | Pupil | 2013 |
| | Practising Advocate | 2014 |
| Office of the Western Cape Premier: Legal Services | Senior State Law Advisor | 2016 - 2017 |

VOLUNTARY WORK

| Location | Details | Period |
|--|--|---------|
| S.A. Ntozini Attorneys | Advocate in GMSA v Mzwamadoda Ntozini | 2018 |
| Parker and Khan Inc. | Advocate in Ex Parte Application for appointment of Lizette Witboi: Curator Ad Litem to Lizelle Watson | Current |
| Legal Resources Centre, Siunukwazi and other community-based organisations | Advice on gender violence, family law, land rights and unlawful evictions | Current |

PROFESSIONAL AND PERSONAL CONDUCT

Not available

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|---|--|
| Board, Trust and other Memberships | Member of the Cape Bar Advocates for Transformation |
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|------------------------------------|---|
| Voluntary Work | <p>Advocate in GMSA v Mzwamadoda Ntozini, 2018</p> <p>Advocate in Ex Parte Application for appointment of Lizette Witboi: Curator Ad Litem to Lizelle Watson, current</p> <p>Advice on gender violence, family law, land rights and unlawful evictions at the Legal Resources Centre, Siunukwazi and other community-based organisations, current</p> |
| Known political affiliation | Unknown |
| Professional outputs | <p>Field research conducted for the Gender Advocacy Programme:</p> <p>http://196.21.144.194/gender/domesticviolence.pdf</p> <p>Research paper <i>'Impact of Section 28 of the Constitution of the versus the socio-economic rights as set out in the Constitution [sic]'</i></p> <p>Representative of the Cape Bar at the Young Leaders Symposium in issues of Transformation in the Legal Profession</p> <p>Adjudicator for the Appointment of Judges Forum for Cape Bar on behalf of the JSC</p> <p>Chairperson in Taxi Commission Enquiry (Delft Taxi Commission)</p> <p>Will be starting as Small Claims Commissioner in 2019</p> |

Advocate Loyiso Mpumlwana

EXECUTIVE SUMMARY

Advocate Mpumlwana is currently a practising advocate. He obtained a Bachelor of Arts in Law from the University of Lesotho in 1986, as well as several other certificates in law from the University of London between 1990 and 1994. He was admitted as an advocate in 1995. According to Advocate Mpumlwana's CV, he has experience in providing legal advice, drafting legislation, investigations, arbitration and negotiation, drafting policies, contract law, tax law, finance law, corporate governance and in public administration as a member of parliament. In accordance with Section 2A(4) of the Public Protector Act, Advocate Mpumlwana meets the criteria for Deputy Public Protector, due to his cumulative experience of more than ten years in legal practice, the administration of justice, as well as being a member of parliament.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|--|------|
| Bachelor of Arts (Law) | Degree | University of Lesotho | 1986 |
| Postgraduate Diploma in Intellectual Property Law | Postgraduate Diploma | University of London (Centre for Commercial Law Studies) | 1988 |
| Postgraduate Diploma in International Commercial Arbitration Law | Postgraduate Diploma | University of London (Centre for Commercial Law Studies) | 1990 |
| Summer School Course: Selected Aspects of International Finance Law | Certificate/Short Course | University of London (Centre for Commercial Law Studies) | 1993 |
| Certificate on Government and Management | Certificate/Short Course | Institute of Public Administration (Dublin, Ireland) | 1994 |
| Admission as Advocate of the High Court | Admission | High Court Mthatha | 1995 |
| General Awareness Training – Financial Advisory and Intermediary Services Act | Certificate/Short Course | Khula Enterprise Finance | 2004 |

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|-----------------------------------|--------------------------|---------------------------------|------|
| Khula Business Planning Programme | Certificate/Short Course | UCT Graduate School of Business | 2005 |
| Winning Public Sector Tenders | Certificate/Short Course | University of South Africa | 2006 |
| Risk Assessment Training Course | Certificate/Short Course | Health & Welfare Sector | 2007 |

CAREER PATH

| Name of Employer | Position | Period |
|--|---|----------------|
| Department of Justice (Mthatha) | Clerk | 1967 – 1969 |
| Bible Society of South Africa | Administrator | 1969 – 1973 |
| Ntshiqqa and Mpumlwana Attorneys at Law | Clerk | 1973 – 1976 |
| Luthuli Educational Trust (UK) | Deputy Director and Legal Advisor | 1989 – 1992 |
| Central Business Consultants (UK) | Commercial Law Consultant | 1993 – 1994 |
| Office of the Eastern Cape Premier | Senior Legal Advisor | 1994 - 1996 |
| Truth and Reconciliation Commission | Eastern Cape Regional Head Investigator | 1996 – 1997 |
| Khanyisa Business Consultancy | Legal Advisor (Part Time) | 1997 - 2012 |
| High Court of South Africa, Eastern Cape (Mthatha) | Practising Advocate | 1997 - 2012 |
| Department of Correctional Services | Deputy Chairman Parole Board | 2012 – 2014 |
| National Assembly | Member of Parliament ANC | 2014 – 2019 |
| High Court of South Africa, Eastern Cape (Mthatha) | Practising Advocate | 2019 – current |

PROFESSIONAL AND PERSONAL CONDUCT

In August 1997 the Truth and Reconciliation laid criminal charges against Mpumlwana, alleging that he was employed by both the Premier’s Office of the Eastern Cape and the TRC. After a disciplinary hearing, he tendered his resignation from the TRC.¹⁰

In 2009, at the time of his application for the position of Deputy Public Protector, the African National Congress (ANC) was asked to investigate his employment history at the TRC, after they had recommended him as a candidate for the South African Human Rights Commissioner. His failure to disclose his dismissal from the TRC, for fraudulent misrepresentation proven by Court proceedings¹¹, led him to fail the ‘fit and proper’ test, and he was subsequently recalled as the recommended candidate as the Commissioner to SAHRC Human Rights Commission.¹²

In 2017 Advocate Mpumlwana sparked headlines when he defended first lady of Zimbabwe Grace Mugabe’s alleged beating of a South African woman. He stated that African culture would condone the beating of a young person who misbehaves. Other members of parliament called him to order based on the constitutionality of his comments.¹³

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| Board, Trust and Other Memberships | Chairman, Eastern Cape Provincial Geographical Names Committee, 2010 - 2013 Institute of Business Advisors, 2008 Councillor, Nelson Mandela National Museum, 2003 – 2010 Councillor, South African Geographical Names Council (Department of Arts and Culture), 2003 – 2006 Trustee, Fundani Sign Language Project, 2002 – current Director, Iqwili Lobuntu Neelwimi Zomthonyama, 2002 – current Director, Phumelele Finance (Association Incorporated), 1997 - current |
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¹⁰ <http://www.justice.gov.za/trc/media/pr/1997/p970820a.htm>

¹¹ <https://pmg.org.za/committee-meeting/11763/>

¹² <https://www.iol.co.za/news/politics/anc-to-correct-its-hrc-appointment-mistake-460258>

¹³ <https://www.news24.com/SouthAfrica/News/mp-defends-graces-violence-20170826>

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| Voluntary Work | Teacher, World University Service Night School (Lesotho), 1982 – 1986 |
| Known political affiliation | ANC |
| Professional outputs and awards | Unknown |

Advocate Dinkie Portia Dube

EXECUTIVE SUMMARY

Advocate Dube is currently employed as the Chief Director: Operations at the Chief of the Military Ombud. She obtained her Bachelor of Arts in 1997, Bachelor of Laws in 1999 and a Master of Laws in 2000, all from the University of the Witwatersrand. Advocate Dube was admitted as an advocate of the High Court in 2018. According to Advocate Dube’s CV, she has experience in handling complaints, investigations and disputes, consumer protection, corporate governance, drafting and implementing policies, stakeholder management, monitoring and evaluation and organisational management. In accordance with Section 2A(4) of the Public Protector Act, Advocate Dube meets the criteria for Deputy Public Protector, as she has cumulative experience of over ten years in the administration of justice and public administration. She also has experience in managing large institutions.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|---|------|
| Bachelor of Arts | Degree | University of the Witwatersrand | 1997 |
| Bachelor of Laws (LLB) | Degree | University of the Witwatersrand | 1999 |
| Masters of Law (LLM) (Constitutional & Human Rights Law) | Degree | University of the Witwatersrand | 2000 |
| Dispute Resolution System & Strategies | Certificate/Short Course | Singapore Mediation Centre | 2006 |
| Organisational Ombudsing | Certificate/Short Course | International Ombudsman Association and UCT Ombud | 2015 |
| The Role of the Ombudsman in Promoting Transparency and Accountability Governance in Africa | Certificate/Short Course | African Ombudsman and Mediators Association in Rwanda | 2018 |

| | | | |
|--|-----------|---------|------|
| Admission as an Advocate of the High Court | Admission | Unknown | 2018 |
|--|-----------|---------|------|

CAREER PATH

| Name of Employer | Position | Period |
|---|--|--------------------------------|
| Wits Law Clinic | Assistant Researcher | June 1991 |
| South African Commission on Gender Equality | Legal Intern | April 1998 – Jun 2000 |
| South African Human Rights Commission | Legal Officer | July 2000 – July 2003 |
| Office of Consumer Protection: Department of Trade & Industry | Deputy Director: Consumer Investigations | August 2003 – April 2005 |
| Office of Consumer Protection: Department of Trade & Industry | Director: Consumer Complaints Resolution | May 2005 – June 2007 |
| Independent Communications Authority of South Africa | Senior Manager: Consumer Affairs Division | July 2007 – December 2007 |
| Soweto Community Television | Producer and Host of the Consumer Cause | January 2008 – August 2009 |
| City Press | Freelance Consumer Writer | August 2010 – November 2010 |
| Pension Funds Adjudicator | Conciliator | October 2008 – April 2011 |
| ABSA Insurance Company | Ombudsman Complaint Consultant | May 2011 – August 2011 |
| Office of the Public Protector | Provincial Head Senior Manager: Registry, Intake, Assessment and Customer Service | September 2012 – December 2014 |
| Community Schemes Ombud Service | Adjudicator General | January 2015 – September 2016 |
| Ombudsman for City of Johannesburg | Executive Manager: Complaints and Investigations | October 2016 – May 2017 |
| Ombudsman for City of Johannesburg | Acting Ombudsman | May 2017 – February 2018 |
| Chief of the Military Ombud | Chief Director: Operations | September 2018 - Current |

PROFESSIONAL AND PERSONAL CONDUCT

Not available

| | |
|---|---|
| Board, Trust and other Memberships | Board Member (Non-Executive Director), National Electronic media Institute of South Africa |
| Known political affiliation | Unknown |
| Professional outputs and awards | Consultant to Destiny's Magazine on consumer rights questions, September 2008 – March 2009 Adjudicator for the DTI Awards for Consumer Champions, 2008 |

Ms Leanne Govindsamy

EXECUTIVE SUMMARY

Ms Govindsamy is currently employed as the Head of Corporate Accountability and Transparency at the Centre for Environmental Rights. She obtained a Bachelor of Laws from the University of the Witwatersrand in 2006, a Master of Laws (*summa cum laude*) from the University of Notre Dame in 2009 and is currently studying towards her Master of Arts from the University of the Witwatersrand. Govindsamy was admitted as an attorney in 2011. According to her CV, Govindsamy has experience in constitutional law, human rights law, legal research, drafting of policy and legislation, providing legal advice and assistance, investigations, drafting of pleadings, stakeholder management, environmental rights and strategic litigation. In accordance with Section 2A(4) of the Public Protector Act, Govindsamy does not meet the criteria for the position of Deputy Public Protector as she does not have the cumulative experience of over ten years in practising law after being admitted as attorney.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|--------------------------|-----------------------------|-------------|
| Bachelor of Laws (LLB) | Degree | University of Witwatersrand | 2006 |
| Masters of Law (LLM) (<i>Summa Cum Laude</i>) | Degree | University of Notre Dame | 2009 |
| Admission as an Attorney of the High Court of South Africa | Admission | Unknown | 2011 |
| Young African Leadership Initiative | Certificate/Short Course | Aspen Institute | 2013 – 2014 |
| MA Anthropology | Degree | University of Witwatersrand | Current |

CAREER PATH

| Name of Employer | Position | Period |
|--------------------------------------|------------------|-------------------------------|
| Constitutional Court of South Africa | Law Clerk | December 2006 – December 2007 |
| Cheadle Thompson & Haysom | Senior Associate | January 2008 – July 2008 |

| | | |
|---------------------------------|--|---------------------------------|
| | | October 2009 – July 2014 |
| Nishan (India) | Intern | July 2009 |
| Alternative Law Forum (India) | Intern | August 2009 – September 2009 |
| Corruption Watch | Head, Legal & Investigations Unit | September 2014 – September 2018 |
| Centre for Environmental Rights | Head of Programme, Corporate Accountability and Transparency | October 2018 – Current |

PROFESSIONAL AND PERSONAL CONDUCT

| | |
|--|--|
| Known political affiliation | Unknown |
| Professional outputs and awards | <p>Loss of Principle, 2015</p> <p>Project Lokisa Report, 2017</p> <p>Mining Royalties Report, 2018</p> <p>https://www.corruptionwatch.org.za/publications/#e-books</p> <p>'Fine net of security needed to catch state capturers and their enablers, Business Day, 26/06/2017, https://www.businesslive.co.za/bd/opinion/2017-06-26-fine-net-of-security-needed-to-catch-state-capturers-and-their-enablers/</p> <p>'Why it's crucial to know who funds our political parties', News24, 24/08/2017, https://www.news24.com/Analysis/why-its-crucial-to-know-who-funds-our-political-parties-20170824</p> <p>'Fine net of security needed to catch state capturers and their enablers, Business Day, 26/06/2017, https://www.businesslive.co.za/bd/opinion/2017-06-26-fine-net-of-security-needed-to-catch-state-capturers-and-their-enablers/</p> <p>'Why it's crucial to know who funds our political parties', News24, 24/08/2017, https://www.news24.com/Analysis/why-its-crucial-to-know-who-funds-our-political-parties-20170824</p> <p>Mail & Guardian list of 200 Young South Africans 2019</p> |

Mr Nkopane Josias Motshele

EXECUTIVE SUMMARY

Mr Motshele is currently employed as the Director of Legal Services at the City of Tshwane. He obtained a Bachelor of Arts from the University of Durban-Westville in 1990, a Bachelor of Laws from the University of Natal in 1993 and a Master of Laws from the University of South Africa in 2003. He has experience in criminal prosecution, lecturing, providing legal services, legal research, interpretation and application of policy, and writing legal opinions. In accordance with Section 2A(4) of the Public Protector Act, Mr Motshele meets the criteria for Deputy Public Protector as he has over ten years of cumulative experience in lecturing in law and the administration of justice. He also has experience in the management of a large institution.

QUALIFICATIONS

| Qualification | Type | Institution | Yearmbatha |
|------------------------|--------|--------------------------------|------------|
| Bachelor of Arts (Law) | Degree | University of Durban-Westville | 1990 |
| Bachelor of Laws (LLB) | Degree | University of Natal | 1993 |
| Masters of Law (LLM) | Degree | University of South Africa | 2003 |

CAREER PATH

| Name of Employer | Position | Period |
|-------------------------|---------------------------|------------------------------|
| Department of Justice | State Prosecutor | March 1994 – December 1997 |
| University of the North | Law Lecturer | January 1998 – December 2002 |
| SAPS | Brigadier: Legal Services | January 2003 – July 2017 |
| City of Tshwane | Director: Legal Services | August 2017 - current |

PROFESSIONAL AND PERSONAL CONDUCT

| | |
|-----------------------------|--|
| Known political affiliation | Unknown |
| Professional outputs | Legal Opinion on Spatial Planning and Land Use Management Act 2013 Legal Opinion on Implications of SAHRC Act 2013 Legal Opinion on how to refer in a written form to the Constitution of South Africa |

| | |
|--|---|
| | Legal Opinion on the Implications of Constitutional Court judgment DA v The Speaker of the National Assemble (CCT86/15) |
|--|---|

Advocate Shadrack Tebeile

EXECUTIVE SUMMARY

Advocate Tebeile is currently a practising advocate, sessional lecturer at the University of the Witwatersrand and counsel at the African Court on Human and Peoples' Rights. He obtained a Bachelor of Laws from the University of Limpopo in 2012 and a Master of Laws from the University of California, Los Angeles in 2014. He was admitted as an advocate of the High Court in 2013. According to Advocate Tebeile's CV, he has experience in human rights law, constitutional law, policy development, advocacy and legal research. In accordance with Section 2A of the Public Protector Act, he does not meet the criteria for the position of Deputy Public Protector, as his experience in lecturing and legal practice after being admitted as an advocate does not amount to ten years.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|---------------------------------------|------|
| Certification in Commission for Conciliation, Mediation and Arbitration | Certificate/Short Course | Unknown | 2009 |
| Numeracy Certificate for Law Students | Certificate/Short Course | | 2009 |
| Bachelor of Laws (LLB) | Degree | University of Limpopo | 2012 |
| Admission as an Advocate | Admission | High Court of South Africa | 2013 |
| Masters of Law (LLM) | Degree | University of California, Los Angeles | 2014 |

CAREER PATH

| Name of Employer | Position | Period |
|--------------------------------------|--|-----------------------|
| Turfloop Research Institute | Researcher | June 2011 – July 2011 |
| Constitutional Court of South Africa | Law Researcher | July 2012 – July 2013 |
| Sonke Gender Justice | Policy and Development Advocacy Fellow | June 2014 – July 2014 |

| | | |
|---|--|------------------------------|
| South African Football Association, Sekhukhune Region | Head of Legal Team/Department | January 2015 – December 2017 |
| Tau-Nchabeleng Traditional Council | Legal Advisor/Consultant | January 2015 – December 2017 |
| Tebeile Law Chambers | Practising Advocate | May 2013 – Current |
| University of the Witwatersrand | Sessional Lecturer (Constitutional Law) | July 2018 – Current |
| African Court on Human and People’s Rights (Tanzania) | Counsel | 2019 – Current |

PROFESSIONAL AND PERSONAL CONDUCT

| | |
|--|--|
| Board, Trust and other Membership | <p>University of Limpopo Law Students Class Representative 2008, 2009, 2011</p> <p>University of Limpopo Youth Society Secretary 2010</p> <p>Member of the Faculty Committee (UCLA), 2013 – 2014</p> <p>Member of the Collaboration and Learning Environment Committee (UCLA), 2013 – 2014</p> |
| Known political affiliation | Unknown |
| Professional outputs | <ul style="list-style-type: none"> - Redefining A Disability: Access to A Disability Grant By People Living with HIV/AIDS In South Africa Under the Social Assistance Act (forthcoming) - Constitutional Obligation on the State to Provide Sanitary Pads to Women and Girls in South Africa (forthcoming) - Attorneys Fidelity Bursary, 2010, 2011 - University of Limpopo Merit Award, 2011 - Sonke Health and Human Rights Fellowship to study for Master of Laws, 2013 - Man of the Year Award 2011 from Brothers for Life (Youngest recipient ever) |

Ms Nobukhosi Thuli Mbatha

EXECUTIVE SUMMARY

Ms Mbatha is currently employed as a Legal Costs Officer at the Road Accident Fund. She obtained her Bachelor of Laws from the University of KwaZulu-Natal in 2000 and was admitted as an attorney of the High Court in 2018. According to Ms Mbatha's CV, she has experience in investigations and handling claims at the Road Accident Fund, preparation of trials, civil and criminal litigation, labour law, conveyancing, commercial law and administrative law. In accordance with Section 2A (4) of the Public Protector Act, it is unclear if Mbatha meets the requirement for the position of Deputy Public Protector. Though she has little experience as a practising attorney, she may have sufficient experience in the administration of justice from her time working at the Road Accident Fund before her admission.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|--------------------------|-----------------------------|------|
| Bachelor of Laws (LLB) | Degree | University of KwaZulu-Natal | 2000 |
| Practical Legal Training | Certificate/Short Course | University of KwaZulu-Natal | 2001 |
| Admission as an Attorney of the High Court | Admission | High Court | 2018 |

CAREER PATH

| Name of Employer | Position | Period |
|------------------------------------|------------------------------|-------------------------------|
| Makro Wholesaler | Cashier | June 1996 – July 1996 |
| Attorneys Ameer Singh & Associates | Volunteer Paralegal | June 1998 – July 1998 |
| Road Accident Fund | Verification Officer | July 2002 – July 2003 |
| Road Accident Fund | Acting Senior Claims Handler | August 2003 – September 2003 |
| Road Accident Fund | Claims Handler | October 2003 – July 2012 |
| Ngcobo Poyo & Diedricks Inc. | Candidate Attorney | February 2016 – February 2018 |
| Ngcobo Poyo & Diedricks Inc. | Attorney | August 2019 – October 2019 |
| Road Accident Fund | Legal Costs Officer | February 2019 - current |

PROFESSIONAL AND PERSONAL CONDUCT

Not available

| | |
|--|---------------|
| Known political affiliation | Unknown |
| Professional outputs and awards | Not available |

Advocate Lwazi Pumelela Kubukeli

EXECUTIVE SUMMARY

Advocate Kubukeli is currently a practising advocate. He obtained a Bachelor of Arts Degree in 1997 from the San Francisco State University, a Bachelor of Laws in 2002 from Rhodes University and the University of South Africa, and thereafter a Master of Philosophy qualification in 2005 from the University of the Western Cape. Advocate Kubukeli admitted as an attorney of the High Court in 2003. According to Advocate Kubukeli's CV, he has experience in environmental law, investigations, human rights, public interest litigation, public advocacy, administrative law, traditional leadership and governance and land law. In accordance with Section 2A(4) of the Public Protector Act, Advocate Kubukeli meets the criteria for Deputy Public Protector as he has more than ten years of experience as a practising advocate.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|--|------|
| MK Guerilla Military Combat Training | Certificate/Short Course | Caculama MK Guerilla Training Camp, Eastern Angola | 1986 |
| Bachelor of Arts (BA) | Degree | San Francisco State University, USA | 1997 |
| Bachelor of Laws (LLB) | Degree | Rhodes University & UNISA | 2002 |
| Master of Philosophy (MPhil) | Degree | University of The Western Cape | 2005 |
| Commercial Law Practice | Certificate/Short Course | Black Lawyers Association Legal Education Centre | 2007 |
| Certificate in Anti-Corruption and Commercial Investigation | Certificate/Short Course | UNISA Centre for Criminological Sciences | 2017 |
| Basic Aspirant Judges Programme | Certificate/Short Course | South African Judicial Education Institute | 2018 |

CAREER PATH

| Name of Employer | Position | Period |
|---------------------------------|---------------------|-------------------------------|
| Earth First International (USA) | Programme Director | 1999 - 2002 |
| High Court | Practising Advocate | 2006 – 2009 |
| Legal Resources Centre | Counsel | 2008 - 2009 |
| Border Rural Community | Managing Director | January 2010 – September 2010 |
| Bhisho Society of Advocates | Practising Advocate | 2010 - Current |

PROFESSIONAL AND PERSONAL CONDUCT

Advocate Kubukeli has written for the Daily Dispatch on the following topics:

- A call to stop the Xolobeni mining on the Wild Coast, in order to avoid a future ‘Marikana’ event from happening.¹⁴
- A critique of Makaziwe Mandela’s effect on the Mandela legacy.¹⁵

| | |
|--|--|
| Known political affiliation | ANC (Umkhonto we Sizwe) |
| Professional outputs and awards | Certificate of Honour, San Francisco City and County Board of Supervisors Award of Excellence for academic achievement and community service, San Francisco State University Ford Foundation International Fellowship Chairperson of President Primary School SGB |

¹⁴ <https://www.pressreader.com/south-africa/daily-dispatch/20150710/281702613386258>

¹⁵ <https://www.pressreader.com/south-africa/daily-dispatch/20130706/281788511649457>

Advocate Puleng Matshelo

EXECUTIVE SUMMARY

Advocate Matshelo is currently a practising advocate. She obtained her B Iuris degree in 1988 and her Bachelor of Laws in 1991, both from the University of the North West, as well as a Master of Laws in 1994 from the Georgetown Law Centre. She is an admitted advocate of the High Court. According to Advocate Matshelo's CV, she has experience in military law, writing of legal opinions, lecturing in law, labour law, providing legal services, legal research, litigation, negotiation, labour law, customary law and family law. In accordance with Section 2A(4) of the Public Protector Act, Advocate Matshelo meets the criteria for Deputy Public Protector as she has cumulative experience of over ten years in legal practise as well as public administration.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|-----------------------------|---|---------|
| Bachelor of Laws (B Iuris) | Degree | University of North West | 1988 |
| Bachelor of Laws (LLB) | Degree | University of North West | 1991 |
| Masters of Law (LLM) | Degree | Georgetown Law Centre | 1994 |
| Advanced Diploma Certificate in Labour Law | Certificate/Short Course | Pretoria University | Unknown |
| Street Law | Certificate/Short Course | Georgetown University | 1993 |
| Skills for Professional Effectiveness | Certificate/Short Course | South African Education Project Leadership Training Programme | 1994 |
| Leadership & Management | Certificate/Short Course | Louis Allen Associates Inc. | 1997 |
| Legislative Drafting | Certificate/Short Course | Commonwealth Secretariat | 1998 |
| Core Course for Senior Managers | Certificate/Short Course | South African Management Development Institute | 1998 |
| Jutastate | Certificate/Short Course | Data Software Solutions | 1998 |

| | | | |
|---|--------------------------|--|---------|
| Presentation Skills | Certificate/Short Course | Department of Justice | 1998 |
| Social Context in Prosecutorial Decision-Making | Certificate/Short Course | Canada-South Africa Justice Linkage Project & Justice College | 2003 |
| Project and Programme Management | Certificate/Short Course | Pro-Active College | 2005 |
| Public Sector Applied Computer Literacy and Office Management | Certificate/Short Course | University of Pretoria | 2005 |
| Effective Writing Skills | Certificate/Short Course | Pro-Active College | 2005 |
| Legislative Writing Course | Certificate/Short Course | Office of the Chief State Law Advisor, Department of Justice | 2006 |
| Short Course on Gender Equality | Certificate/Short Course | Centre for Human Rights, University of Pretoria | 2007 |
| Advanced Trial Advocacy | Certificate/Short Course | National Institute for Trial Advocacy & Black Lawyers Association Legal Education Centre | 2009 |
| Pupillage | Certificate/Short Course | Johannesburg Society of Advocates | 2016 |
| Admission as An Advocate of the High Court | Admission | Unknown | Unknown |

CAREER PATH

| Name of Employer | Position | Period |
|-----------------------------------|----------------------|-------------|
| Malcolm Lyons Attorneys | Intern | 1985 - 1988 |
| Bophuthatswana Defence Force | Military Law Officer | 1988 – 1992 |
| Department of Justice, North West | State Law Advisor | 1992 – 1993 |

| | | |
|--|--|----------------------------|
| Vista Mamelodi Campus (now Pretoria University) | Lecturer | June 1994 – December 1994 |
| University of North West | Lecturer | August 1996 – October 1996 |
| Northern Cape Province | Deputy Director: Labour Relations | November 1996 – May 1997 |
| Department of Minerals and Energy | Head of Legal Services | June 1997 – August 1997 |
| South African Law Reform Commission | Researcher (Principal State Law Advisor) | 1997 - 2007 |
| Justice College | Lecturer | 2003 - 2004 |
| Department of Justice and Constitutional Development | Senior State Advocate | 2008 – 2014 |
| Department of Justice and Constitutional Development | Acting Chief Director: Research | 2015 |
| Johannesburg Bar | Pupil | 2016 |
| Johannesburg Bar | Practising Advocate | January 2017 – March 2017 |
| Pretoria Bar | Practising Advocate | April 2017 – June 2018 |
| Church Square Association of Advocates | Practising Advocate | August 2018 - Current |

PROFESSIONAL AND PERSONAL CONDUCT

Not available

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|---|---|
| Board, Trust and Other Memberships | Families of South Africa Mental Health Review Board (Tshwane District), April – July 2019 |
| Known political affiliation | Unknown |
| Professional outputs | Not available |

Advocate Fezeka Magano

EXECUTIVE SUMMARY

Advocate Magano is currently a practising advocate. She obtained her Bachelor of Laws Degree from the Walter Sisulu University in 2006. She was admitted as an advocate of the High Court in 2010. According to Advocate Magano's CV, she has experience in litigation, labour law, immigration law, delict, administrative law, tax law, contract law, commercial law, property law and forensic investigations. In accordance with Section 2A(4) of the Public Protector Act, Advocate Magano does not meet the criteria for the position of Deputy Public Protector as she is one year short of having gained ten years of experience after being admitted as an advocate.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|----------------------------|--------------------------|------|
| Computer Software | Certificate/Short Course | IBN Computer School | 1997 |
| Marketing and Business Management | Certificate / Short Course | Damelin Business School | 1999 |
| Bachelor of Laws (LLB) | Degree | Walter Sisulu University | 2006 |
| Admission as an Advocate | Admission | High Court | 2010 |
| Pupillage | Certificate/Short Course | | 2011 |
| CCMA Arbitration, Mediation and Conciliation Certificate | Certificate/Short Course | CCMA | 2012 |

CAREER PATH

| Name of Employer | Position | Period |
|--|--------------------------|---------------------------|
| Tshiki & Sons Inc. | Candidate Attorney | April 2004 – April 2007 |
| Transport and Allied Workers Union of South Africa | Legal Officer | July 2008 – August 2009 |
| Group Level 4 Advocates | Practising Advocate | March 2011 – January 2011 |
| Johannesburg Bar | Practising Advocate | 2011 - current |
| CCMA | Commissioner of the CCMA | 2012 – 2015 (part-time) |

| | | |
|----------------------------|-------------------------------|------|
| FAIS Ombud | Assisting with determinations | 2013 |
| Special Investigating Unit | Forensic Lawyer | 2014 |

PROFESSIONAL AND PERSONAL CONDUCT

| | |
|---|--|
| Board, Trust and Other Memberships | Johannesburg Bar council Part-time CCMA Commissioner, 2012 – 2015 Chairperson, Tax Board, 2013 – 2018 Member of the general Council of the Bar Human Rights Committee, 2013 – 2014 Chairperson of the South African Women Lawyers Association, Gauteng |
| Known political affiliation | Unknown |
| Professional outputs | Member of Task Team investigating ANC members' alleged role in creating the ATM political party. ¹⁶ |

¹⁶ <https://www.news24.com/SouthAfrica/News/magashules-supporters-want-proof-of-his-role-in-atm-20190612>

Mr Graehymme Jesus Williams

EXECUTIVE SUMMARY

Mr Williams is currently employed as the Chairperson of the Appeals Committee, at the Council for Built Environment. He obtained his B Iuris Degree in 1992 and his Bachelor of Laws Degree in 1994, both from the University of the Western Cape. He is an admitted attorney of the High Court. According to Williams' CV, he has experience in commercial law, divorce law, administration of deceased estates, criminal litigation, immigration law, writing of legal opinions, conveyancing and management. In accordance with Section 2A(4) of the Public Protector Act, Mr Williams meets the criteria as he has more than ten years of experience as a practising attorney.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|--------------------------------|------|
| Bachelor of Arts (incomplete due to detention and political trial) | Degree | University of the Western Cape | 1988 |
| Bachelor of Laws (B Iuris) | Degree | University of the Western Cape | 1992 |
| Bachelor of Laws (LLB) | Degree | University of the Western Cape | 1994 |
| SAJEI Part 1: Judicial Training for Presiding Officers | Certificate/Short Course | | 2017 |
| SAJEI Part 2: Judicial Training for Presiding Officers | Certificate/Short Course | | 2017 |
| Contract & Commercial Law | Certificate/Short Course | University of the Western Cape | 2018 |

CAREER PATH

| Name of Employer | Position | Period |
|------------------|----------|--------|
|------------------|----------|--------|

| | | |
|---|---|--|
| Department of Education and Training | Teacher, Indwe Public School | January – December 1989 |
| Geduld Wells & McCallum | Candidate Attorney | March 1995 – November 2000 |
| Geduld Wells & McCallum | Professional Assistant and Office Manager | December 2000 – November 2002 |
| G.J. Williams Attorneys | Attorney and Proprietor | December 2002 – current |
| Department of Justice, Bloemfontein | Acting Magistrate | February 2017 – October 2017; June 2018 - current |
| Council for Built Environment, Pretoria | Chairperson – CBE Appeals Committee | Current |

PROFESSIONAL AND PERSONAL CONDUCT

Mr Williams was nominated as a Judicial Service Commission candidate, by the Anglican Bishop of the Diocese of George, who praised his contribution to resolving “an inherited fraud problem” in the area.¹⁷

| | |
|---|--|
| Board, Trust and Other Memberships | <p>Member, Association of Certified Fraud Examiners, 2015 – current</p> <p>Member, Valuation Appeal Board, Mossel Bay Municipality, 2011 – 2012</p> <p>Chairperson, Council for Built Environment Appeals Committee, current</p> <p>Commissioner, Small Claims Court, George</p> <p>D’Almeida Civic Association, Mossel Bay</p> <p>Black Lawyers Association</p> <p>Registrar, South Cape Diocese of the Anglican Church of South Africa</p> <p>Presiding Officer, Appeal Committee, SWDRFU (Eagles Rugby)</p> |
| Voluntary work | <p>Voluntary member of the Bo Fletcher Foundation</p> <p>Mossel Bay Initiative for Social Upliftment</p> <p>Director, Mossel Bay Choir</p> |

¹⁷ <https://www.judgesmatter.co.za/interviews/october-2019-interviews/jsc-candidates-oct-2019/mr-graehymme-jesus-williams/>

| | |
|--|---|
| | Pro bono advice, D'Almeida Advice Office |
| Known political affiliation | UDF (1988) ¹⁸ Congress of South African Students Congress Youth Movement |
| Professional outputs and awards | Self-published book: <i>The Painful Ramifications of the South African Democracy</i> |

¹⁸ <https://www.judgesmatter.co.za/interviews/october-2019-interviews/jsc-candidates-oct-2019/mr-graehymme-jesus-williams/>

Mr Buang Jones

EXECUTIVE SUMMARY

Mr Jones is currently as Provincial Manager and Acting Head of Legal Services at the South African Human Rights Commission. He obtained a Bachelor of Laws degree in 2007 and a Master of Laws in 2016, both from the University of South Africa. He was admitted as an attorney of the High Court in 2009. According to Jones' CV, he has experience in legal research, divorce law, estates law, criminal and civil litigation, investigations, human rights, monitoring and evaluation, good governance, good governance and strategy direction. In accordance with Section 2A(4) of the Public Protector Act, Mr Jones meets the criteria as he has ten years of experience in legal practice since admission. He also has experience in managing a large institution.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|--------------------------|-----------------------------|------|
| Bachelor of Laws (LLB) | Degree | University of South Africa | 2007 |
| Masters of Law (LLM) | Degree | University of South Africa | 2016 |
| Practical Legal Training | Certificate/Short Course | Law Society of South Africa | 2008 |
| Admission as an Attorney of the High Court | Admission | | 2009 |
| Management Development Programme | Certificate/Short Course | GIBS Business School | 2016 |

CAREER PATH

| Name of Employer | Position | Period |
|---------------------------------------|--|---------------------------|
| Legal Aid South Africa | Candidate Attorney | April 2008 – May 2009 |
| Legal Aid South Africa | Attorney | 2009 – 2010 |
| South African Human Rights Commission | Legal Officer Senior Legal Officer Acting Provincial Manager | December 2010 – June 2016 |

| | | |
|---------------------------------------|---|---------------------|
| South African Human Rights Commission | Provincial Manager Acting Head of Legal Services | July 2016 – current |
|---------------------------------------|---|---------------------|

PROFESSIONAL AND PERSONAL CONDUCT

The South African Human Rights Commission is investigating Mr Jones’ conduct, after the FF Plus brought a complaint against comments he made in relation to the Eben Etzebeth hate speech case. Jones commented at a community meeting that Etzebeth “always got away with it.” It has also been reported that Jones said that the rugby player “was used to getting away with murder.” The complaint levelled against Jones, therefore, alleges that he has shown prejudice against Etzebeth before any investigation or case has predicted an outcome. Jones has been instructed not to make any further comment to the media in relation to the matter. His statements will be investigated by the SAHRC, along with whether it is appropriate for him to still be involved with the case.¹⁹

| | |
|---|---------------------------------------|
| Board, Trust and Other Memberships | Law Society of the Northern Provinces |
| Known political affiliation | Unknown |
| Professional outputs and awards | Not available |

¹⁹ <https://www.news24.com/SouthAfrica/News/etzebeth-case-sahrc-investigating-its-legal-head-buang-joness-conduct-20191008>

Mr Sammy Tlhapi

EXECUTIVE SUMMARY

Mr Tlhapi is currently unemployed. He has qualifications in Bookkeeping, Customer Care and Computers. According to Mr Tlhapi's CV, he has experience in entrepreneurship, financial advice, call-centre services and in banking. In accordance with Section 2A (4) of the Public Protector Act, Mr Tlhapi does not meet the criteria for the position of DPP.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|--------------------------|----------------------------|---------|
| Diploma in Computer Courses | Certificate/Short Course | IBN Computer College | Unknown |
| Bookkeeping | Certificate/Short Course | Birnam Business College | Unknown |
| Customer Care for Call Centre Agents | Certificate/Short Course | Service Quality Institute | Unknown |
| National Diploma: Business Management (incomplete) | Certificate/Short Course | University of South Africa | Unknown |

CAREER PATH

| Name of Employer | Position | Period |
|-------------------------|---|----------------------------|
| Medscheme Holdings | Call Centre Agent | July 2000 – December 2008 |
| VUH Trading CC | Entrepreneur Managing Director | January 2009 – August 2013 |
| ECFS Brokers | Financial Advisor for Liberty Life and Sanlam | 2010 – 2011 |
| Bata/Futura Industrials | Key Accounts Officer | January 2013 – June 2013 |
| First National Bank | Business Banker | September 2013 – July 2016 |

PROFESSIONAL AND PERSONAL CONDUCT

No information available

| | |
|------------------------------------|---------|
| Board, Trust and Other Memberships | Unknown |
|------------------------------------|---------|

| | |
|--|---------------|
| Known political affiliation | Unknown |
| Professional outputs and awards | Not available |

Mr Phumzile Hubert Songo

EXECUTIVE SUMMARY

Mr Songo is currently the Director and Manager of Phumzile Songo Attorneys, Commissioner of Cala Small Claims Court and employed as a Presiding Officer at the Department of Labour Compensation Fund for Occupational Injuries and Disease. He obtained a B Juris Degree from University of Transkei in 1994. Songo was admitted as an attorney of the High Court in 1996. According to Songo's CV, he has experience in providing legal services, criminal and civil litigation, drafting of contracts, corporate law, insolvency, wills and estates, conveyancing, monitoring and evaluation and management. In accordance with Section 2A(4) of the Public Protector Act, Mr Songo meets the criteria as he has more than ten years of experience in legal practice.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|--------------------------|--|------|
| Bachelor of Laws (B Juris) | Degree | University of Transkei | 1994 |
| Admission as Attorney and Conveyancer | Admission | High Court | 1996 |
| Computer Literacy Basic Course | Certificate/Short Course | Information Technology Resource Centre | 2002 |
| Certificate in Local Government Law and Municipal Administration | Certificate/Short Course | University of Pretoria | 2012 |
| Practical Municipal Accounting Framework | Certificate/Short Course | University of South Africa | 2013 |
| Performance Auditing | Certificate/Short Course | University of South Africa | 2013 |
| Court Annexed Mediation | Certificate/Short Course | Law Society of South Africa | 2014 |
| Risk Based Internal Audit | Certificate/Short Course | University of South Africa | 2014 |
| Financial & Accounting Principles for Public Entities | Certificate/Short Course | University of South Africa | 2014 |

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|---|--------------------------|----------------------------|------|
| Advanced Corporate Law and Securities Studies | Certificate/Short Course | University of South Africa | 2017 |
|---|--------------------------|----------------------------|------|

CAREER PATH

| Name of Employer | Position | Period |
|--|------------------------------------|-------------------------------|
| M.I. Ntshiba & Associates | Candidate Attorney | January 1994 – September 1999 |
| R.G.M. Sogoni & Company | Professional Assistant | November 1996 – July 1997 |
| B.B. Ntonga & Company | Professional Assistant and Manager | August 1998 – July 1999 |
| Mlonzi & Company | Professional Assistant | Unknown |
| Phumzile Songo Attorneys | Director & Manager | February 2000 - current |
| Aliwal North | Acting Magistrate | May – June 2009 |
| Sterkspruit | Acting Magistrate | July 2009 |
| Lady Frere | Acting Magistrate | July 2009 |
| Aliwal North | Acting Magistrate | August 2009 |
| Aliwal North | Acting Magistrate | October 2009 |
| Cofimvaba | Acting Magistrate | December 2009 – February 2010 |
| Gbcobo | Acting Magistrate | January 2011 |
| Small Claims Court, Cala | Commissioner | April 2012 - current |
| Dordrecht/Indwe | Acting Magistrate | January 2016 – March 2016 |
| Department of Labour Compensation Fund for Occupational Injuries and Disease | Presiding Officer | September 2019 – current |

PROFESSIONAL AND PERSONAL CONDUCT

| | |
|---|--|
| Board, Trust and Other Memberships | <p>Former member of Ngcobo Technical College Governing Council</p> <p>Former member of Amnesty International</p> <p>Coordinator, Engcobo Legal Circle, 2004 – current</p> <p>Member of Black Lawyers Association, 2003 – current</p> |
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|--|--|
| | <p>Chairperson, Valuation Appeal Board/Court, Cacau District Municipality, 2009 – 2014</p> <p>Chairperson, Valuation Appeal Board/Court, Alfred Nzo, 2010 – 2014</p> <p>Chairperson, Valuation Appeal Board/Court, OR Tambo District Municipalities, 2010 – 2014</p> <p>Chairperson, All Saints Hospital Board, 2011 – 2015</p> <p>Acting Chairperson, Valuation Appeal Board/Court, Chris Hani District Municipality, 2012 – 2014</p> <p>Chairperson, Valuation Appeal Board/Court, Buffalo City Metropolitan Municipality, 2014 – 2018</p> <p>Alternate Chairperson, Valuation Appeal Board/Court, Amatole District Municipality, 2014 – 2018</p> <p>Great Kei Municipality Audit Committee, 2014 – 2015</p> <p>King Mhlontlo Local Municipality Audit Committee, 2015 – 2018</p> <p>Blue Crane Route Local Municipality Audit committee, 2015 – 2018</p> <p>OR Tambo Municipality Audit Committee, 2016 – 2019</p> <p>Chairperson of Panel of Appeal of the Eastern Cape Liquor Board, 2016 – 2019</p> <p>Member of the Chris Hani Development Agency Board, 2017 - current</p> <p>Elundini Local Municipality Audit Committee, 2017 – current</p> <p>Ngqushwa Local Municipality Audit Committee, 2017 – current</p> |
|--|--|

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|--|---|
| | <p>Blue Crane Route Local Municipality Disciplinary Board, 2017 – current</p> <p>Amathole District Municipality Municipal Joint Planning Tribunal, 2018 – current</p> <p>Chairperson, Disciplinary Committee, National Home Builders Registration Council, 2018 - current</p> <p>Blue Crane Route Local Municipality Audit committee, 2018 – current</p> <p>Chairperson, Valuation Appeal Board/Court, Buffalo City Metropolitan Municipality, 2019 – current</p> <p>OR Tambo District Municipality Disciplinary Board, 2019 – current</p> <p>Lovedale TVET College Council, 2019 – current</p> |
| Known political affiliation | <p>Previously, Pan Africanist Congree, Pan Africanist Movement, Azanian People’s Liberation Army, Pan African Student Organisation, African People’s Convention</p> <p>Member of ANC since 2016</p> |
| Business Interests | <p>Director of:</p> <p>Kiyosaki Advice Business (Pty) Ltd</p> <p>King Pie King William’s Town</p> <p>Ulwazi Oluphangaleleyo (Pty) Ltd</p> <p>Engcobo Band B</p> <p>Horse Power Properties (Pty) Ltd</p> <p>P Songo Attorneys Inc.</p> <p>Msawawa Towers (Pty) Ltd</p> |
| Professional outputs and awards | <p>Represented African People’s Convention (APC) at the Reference Group for Presidential Pardons, January – December 2008</p> |

Mr Douglas Dumisane Soci

EXECUTIVE SUMMARY

Mr Soci is currently unemployed. He has certificates in Computer Literacy and Security. He is currently studying towards his Bachelor of Laws at University of South Africa. According to his CV, Mr Soci has experience in security services. In accordance with Section 2A (4) of the Public Protector Act, Mr Soci does not meet the criteria for the position of DPP.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|------------------------|--------------------------|-------------------------------|---------|
| Computer Literacy | Certificate/Short Course | Azaad and Peninsula Technikon | 2003 |
| Security Training | Certificate/Short Course | NGR Training Centre | 2004 |
| Bachelor of Laws (LLB) | Degree | Unisa | Current |

CAREER PATH

| Name of Employer | Position | Period |
|---|--------------------------|-------------|
| KK Security Services | Asset Protection | 2004 – 2006 |
| Gremick | Access Controller | 2007 – 2008 |
| ADT Security | Security | 2008 – 2009 |
| Orbis Security | Protector | 2010 |
| Environ | Assistant/General Worker | 2014 – 2015 |
| Beautiful Gate, Ithemba Labantu and Joburg Strikers | Coaching and Training | 2015 – 2017 |

PROFESSIONAL AND PERSONAL CONDUCT

| | |
|------------------------------------|---------|
| Board, Trust and Other Memberships | Unknown |
| Known political affiliation | Unknown |

| | |
|--|---------------|
| Professional outputs and awards | Not available |
|--|---------------|

Mr Azwidini Victor Mavhidula

EXECUTIVE SUMMARY

Mr Mavhidula is currently employed as Provincial Manager in Limpopo at the South African Human Rights Commission. He obtained his B Proc and Bachelor of Laws Degree from the University of Durban-Westville in 2001. He is an admitted attorney of the High Court. According to Mavhidula's CV, he has experience in providing legal advice, drafting contracts, property law, estate law, commercial law, litigation, stakeholder management, investigations, management, writing of legal opinions and implementation of policies and procedures. In accordance with Section 2A(4) of the Public Protector Act, Mr Mavhidula meets the criteria as he has more than ten years of experience in legal practice and administration of justice. He also has experience in managing a large institution.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|----------------------------------|-------------|
| Bachelor of Laws (B Proc) | Degree | University of Durban - Westville | 2000 |
| Bachelor of Laws (LLB) | Degree | University of Durban-Westville | 2001 |
| English for Legal Professionals | Certificate/Short Course | ML Sultan Technikon | 2002 |
| Personal, Team and Organisational Effectiveness Skills Course Facilitation and Presentation Skills Course Public Finance Management for Non-Financial Managers Course Project Management | Certificate/Short Course | Regenesy's Business School | 2007 |

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|---|--------------------------|--------------------------------------|---------|
| Trial Advocacy and Mediation Case Management Skills | Certificate/Short Course | International Senior Lawyers Project | 2012 |
| Judicial Enforcement of Socio Economic Rights in Africa | Certificate/Short Course | University of Pretoria | 2015 |
| Training & Dialogue on Sexual Minority in Africa | Certificate/Short Course | University of Pretoria | 2016 |
| People Management and Supervisory Skills | Certificate/Short Course | Kumalo Green Training | 2019 |
| Understanding Good Governance in a business Environment | Certificate/Short Course | CGF Research Institute | 2019 |
| Admission as an Attorney of the High Court | Admission | Unknown | Unknown |

CAREER PATH

| Name of Employer | Position | Period |
|--|---|-------------------------------------|
| House Proud (PTY) Ltd | Sales Agent | 1996 |
| Omega Holdings (PTY) Ltd | Human Resources Clerk | 1996 – 2000 (Part-time) |
| University of Durban-Westville | Tutor | 2001 |
| FC Group CC | Legal Advisor and Human Resources Manager | 2002 |
| Cellmax Communication (PTY) Ltd | Legal Advisor | 2002 |
| Fluxmans Attorneys | Candidate Attorney | January 2003 – February 2005 |
| University of South Africa | Tutor | January – December 2006 (Part-time) |
| Independent Police Investigative Directorate | Assistant Provincial Head (Northern Cape) | May 2005 – June 2006 |
| Commission for Gender Equality | Acting Provincial Coordinator and Legal Officer (Free State Province) | July 2006 – January 2007 |

| | | |
|---------------------------------------|---------------------------------------|------------------------------------|
| Commission for Gender Equality | Senior Complaints Officer | February 2007 – June 2012 |
| Mavhidula Attorneys | Managing Director | April 2009 – July 2012 (Part-time) |
| Commission for Gender Equality | Acting Head of Legal Department | February 2007 – June 2012 |
| South African Human Rights Commission | Provincial Manager (Limpopo Province) | July 2012 – current |

PROFESSIONAL AND PERSONAL CONDUCT

| | |
|---|--|
| Board, Trust and Other Memberships | <p>SASCO Information and Publicity Officer and Treasurer (UDW Branch) 1997/1998</p> <p>Deputy Chairperson, Law Students Council, 1998/1999</p> <p>SASCO Regional Chairperson (Durban Region) 1998/1999</p> <p>SASCO Deployee to the ANC-KZN Provincial Elections Committee 1999</p> <p>General Secretary, Black Lawyers Association Student Branch (UDW Branch), 1999/2000</p> <p>Provincial Deputy Chairperson SASCO KZN, 1999/2000</p> <p>Chairperson S-Block Residence Commission of Enquiry, 2000</p> <p>Secretary for Steering Committee for re-launching ANC-YL (UDW Branch), 2001</p> <p>Chairperson, SRC Commission of Enquiry, 2001</p> <p>Curator <i>ad litem</i>, Thohoyandou High Court, 2009</p> <p>Member, Institute of Directors in Southern Africa</p> |
| Known political affiliation | ANC |
| Professional outputs | <ul style="list-style-type: none"> Invited by the Law Society of South Africa to present at Woman's Month Workshop on 'The Impact of Domestic Violence in SA', 2005 |

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|--|---|
| | <ul style="list-style-type: none">• Presentation on SA African Constitution and Human Rights Protections, SADTU Conference, 2010• Lecture Presentation on African Renaissance, UDW <p>Represented Commission for Gender Commission at UN CEDAW Committee, 2011</p> |
|--|---|

Mr Robert John McBride

EXECUTIVE SUMMARY

Mr McBride is currently employed as a Project Manager in the Department of Public Service and Administration. He obtained a Bachelor of Arts in 2002 from the University of South Africa. According to McBride's CV, he has experience in diplomacy, policing, investigations, financial management and public administration. In accordance with Section 2A(4) of the Public Protector Act, McBride meets the criteria for Deputy Public Protector as he has cumulative experience of more than ten years in the administration of justice and public administration. He also has experience in managing a large institution.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|--------------------------|--|------|
| Diploma in Foreign Relations | Diploma | Institute of Diplomacy and Foreign Relations, Malaysia | 1993 |
| Attachment to Norwegian Department of Foreign Affairs | Certificate/Short Course | | 1993 |
| Negotiations, Mediation, Arbitration and Conflict Resolution | Certificate/Short Course | IDSA, ACCORD and the Wits/Vaal Peace Secretariat | 1993 |
| Training in Diplomatic Relations and Management | Certificate/Short Course | Foreign Service Institute, India | 1996 |
| Diplomatic Training | Certificate/Short Course | Foreign Service Institute | 1996 |
| BA International Politics | Degree | University of South Africa | 2002 |
| Project Management | Certificate/Short Course | Wits Business School | 2002 |
| KOICA Programme | Certificate/Short Course | African Partnership Course in Korea | 2002 |
| Economic Literacy Workshop | Certificate/Short Course | University of Pretoria | 2002 |

| | | | |
|------------------------------------|--------------------------|----------------------------------|------|
| Finance for Non-Financial Managers | Certificate/Short Course | ExecuPrime Training | 2003 |
| Performance Management | Certificate/Short Course | DFA Human Resource Development | 2003 |
| Target Selection Training | Certificate/Short Course | Deloitte & Touche | 2003 |
| B Tech (Honours) Policing | Degree | Tshwane University of Technology | 2006 |
| Management and Leadership Training | Certificate/Short Course | South African Police Services | 2006 |

CAREER PATH

| Name of Employer | Position | Period |
|-------------------------------------|---|--------------------------|
| ANC Peace Desk | Coordinator | 1997 – 1998 |
| Gauteng Provincial Legislature | Member of the Provincial Legislature | April 1994 – May 1995 |
| DIRCO | Head of DIA Committee | June 1995 – October 1995 |
| DIRCO | Director: Operational Services Director: South East Asia | 1995 - 2003 |
| Ekhurhuleni Metro Police Department | Executive Head | 2003 – 2008 |
| Executive Director | Independent Police Investigative Directorate | 2014 – 2019 |
| Project Manager | Department of Public Service and Administration | 2019 - current |

PROFESSIONAL AND PERSONAL CONDUCT

McBride was sentenced to death in April 1987 for the ‘Durban bombing’, which he undertook as part of Umkhonto We Sizwe’s guerrilla efforts to destabilise the apartheid government. He was released in 1992, and granted amnesty by the Truth and Reconciliation Commission for this, and other acts he committed as part of Umkhonto We Sizwe.^{20,21}

²⁰ <https://www.politicsweb.co.za/news-and-analysis/text-of-the-2001-ruling-on-robert-mcbrides-amnesty>

²¹ <https://www.timeslive.co.za/sunday-times/news/2019-03-17-robert-mcbride-soldier-of-misfortune/>

In 1998 McBride was arrested in Mozambique on charges of illegally smuggling guns.²² He stated that he was investigating arms smuggling, working with South Africa's National Intelligence Agency. The charges expired and McBride was subsequently released.²³

In 1999, McBride was accused of assault after allegedly assaulting an escort, but the charges were dropped.²⁴

In 2006, McBride was arrested for driving under the influence and attempting to obstruct justice, after he crashed his car. He was sentenced, in 2011, to two years for drunken driving and three for attempting to obstruct the course of justice.²⁵ In March 2013, he won an appeal against both convictions.²⁶

In 2015, then Minister of Police Nathi Nhleko suspended McBride from his position as head of IPID. McBride challenged this decision up to the Constitutional Court and succeeded in having his suspension declared unlawful.²⁷

In 2016 the state laid charges against McBride for contraventions of the Children's Act, for allegedly assaulting a child. In 2017, the charges were withdrawn. McBride stated that the child's guardian had a history of laying fabricated charges, and the case was an example of maliciousness.²⁸

In 2019, when McBride's term of office came to an end, he challenged the lawfulness of the Minister of Police Bheki Cele taking the decision unanimously to not renew the appointment. The decision was left to the Parliamentary Portfolio Committee on Policing, who decided against renewing his term.²⁹ McBride stated that he was primarily concerned with corruption in South Africa, and that is why he should have been able to keep the job. He said,

"The citizens of our country are rightly alarmed and concerned about the level of corruption that is plaguing our country. This concern will be exacerbated should this committee take an unjustified decision on the renewal of my appointment – particularly if the committee places reliance on

²² <https://allafrica.com/stories/199804210090.html>

²³ <https://mg.co.za/article/1998-09-18-mbekis-ire-froze-mcbride-out>

²⁴ <https://mg.co.za/article/2013-11-13-ipid-mcbride-likely-to-be-appointed-despite-backlash>

²⁵ Ibid.

²⁶ <https://mg.co.za/article/2013-03-28-mcbride-wins-appeal-against-drunk-driving-conviction>

²⁷ Sunday Times at [24]

²⁸ <https://ewn.co.za/2018/03/20/state-withdraws-child-assault-case-against-mcbride>

²⁹ <https://ewn.co.za/2019/03/14/mps-ratify-decision-not-to-renew-robert-mcbride-s-ipid-contract>

submissions from the minister that are based on refuted or withdrawn allegations, and that are informed by political motive."³⁰

A recent Public Protector report alleges that McBride interfered in procurement processes during his tenure as Executive Director of the Independent Police Investigative Directorate (IPID). He has filed for a suspension of the remedial action, as well as a judicial review.^{31,32}

A Viewfinder expose alleges that McBride was aware of the practice of prematurely completing cases at IPID to manipulate the statistics. He has countered these allegations stating that there is no evidence to substantiate them, and that during his tenure he took steps to counter the premature closing of cases.

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Testifying at the Zondo Commission of Inquiry into State Capture, McBride alleged that there was a bid to undermine anti-corruption institutions. He also exposed alleged misuse of the secret account of the Crime Intelligence Service.³⁴ He has stated in an interview, "I stood up against apartheid and I stood up against state capture. They are on the same side of the coin – it's corruption... This is treason. There cannot be impunity. There must be prosecutions."³⁵

| | |
|---|---|
| Board, Trust and Other Memberships | National Intelligence Estimates Board, 1997 - 1998 Immigration Advisory Board, 2001 - 2002 |
| Known political affiliation | ANC |
| Professional outputs and awards | Participated in: <ul style="list-style-type: none"> - East Timor Peace Process 1996 - Irish Peace Process 1994 - East Rand/Katorus Peace Process 1993 Awards: <ul style="list-style-type: none"> - Service Medal in MK 1997 |

³⁰ <https://www.news24.com/SouthAfrica/News/mcbride-says-politics-behind-bid-to-get-him-out-of-ipid-20190221>

³¹ <https://www.iol.co.za/news/politics/robert-mcbride-meddled-in-procurement-processes-at-ipid-public-protector-report-33871552>

³² <https://ewn.co.za/2019/10/09/pp-won-t-oppose-mcbride-s-bid-to-suspend-remedial-action-from-ipid-report>

³³ <https://ewn.co.za/2019/10/09/how-robert-mcbride-handled-ipid-cases-being-closed-prematurely>

³⁴ <https://www.news24.com/SouthAfrica/News/state-capture-commission-hears-about-attack-on-anti-corruption-bodies-as-mcbride-testifies-20190411>

³⁵ Sunday Times at [24].

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| | <ul style="list-style-type: none">- South African Operation Medal for Operational Services 2004- Operational Medal for Southern Africa 2004- Bronze Merit Medal, Umkhonto We Sizwe 2006- Silver Merit Medal, Umkhonto We Sizwe 2006- Conspicuous Leadership Star, Umkhonto We Sizwe 2006- Citation of Honour, Benoni Centenary Association 2007- Award for Courage and Integrity, Ahmed Kathrada Foundation, 2018 |
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Ms. Olwethu Majola-Kinyunyu

Ms Majola-Kinyunyu is currently employed as a PhD Researcher at the Faculty of Law, University of Cape Town Centre of Criminology. She obtained her Bachelor of Laws in 2007 from the University of the Free State, a Master of Laws in 2011 from the University of the Western Cape and Humboldt University zu Berlin (Germany) and is currently pursuing her Doctoral studies at the University of Cape Town. According to Majola-Kinyunyu's CV, she has experience in compliance, legal research, mediation and arbitration, investigations, providing legal services, drafting of legislation, litigation, monitoring and evaluation, anti-money laundering, editing and consulting. In accordance with Section 2A(4) of the Public Protector Act, it is unclear if Ms Majola-Kinyunyu meets the criteria for Deputy Public Protector. She has ten years of post-admission legal practice, but it is not clear whether this has been as an attorney or as a consultant, though her experience may still be relevant.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|---|--------------------------|--|------|
| Bachelor of Laws (LLB) | Degree | University of the Free State | 2007 |
| Attorneys Board Examination | Admission | Law Society of South Africa | 2008 |
| Admission as an Attorney of the High Court of South Africa | Admission | | 2009 |
| Forensic and Risk Assessment Training | Certificate/Short Course | BDO Spencer Steward Risk Advisory Services (SAICA) | 2010 |
| Masters of Law (LLM) | Degree | University of the Western Cape and Humboldt University zu Berlin (Germany) | 2011 |
| Complex International Commercial Negotiations and Litigation | Certificate/Short Course | Pan Arican Lawyers Union and African Legal Support Facility | 2011 |
| Sumer School of the South African-German Centre for Development | Certificate/Short Course | Humboldt University, (Germany) | 2011 |

| | | | |
|--|--------------------------|--|----------------|
| Research and Criminal Justice | | | |
| Compliance and Risk Management: International Anti-money Laundering and International Anti-Corruption | Certificate/Short Course | OECD Working Group on Bribery in International Business Transactions | 2011 |
| International Anti-Corruption Law ‘ International Co-Operation and Asset Recovery | Certificate/Short Course | Basel Institute of Governance | 2011 |
| Labour Relations Strategies and Collective Bargaining in 2012 – Combining Equity with Efficiency | Certificate/Short Course | Mike Beaumont | 2012 |
| Training on the Companies Act 71 of 2008 | Certificate/Short Course | Unknown | 2012 |
| Strategic Corporate Legal Risk Intelligence | Certificate/Short Course | Marcus Evans | 2012 |
| Doctor of Philosophy (PhD) | Degree | University of Cape Town | 2015 – current |

CAREER PATH

| Name of Employer | Position | Period |
|--|---------------------------------------|---------------------------|
| University of the Free State | Lecturer | 2004 – 2005 |
| MacRobert Incorporated Attorneys | Candidate Attorney | January 2007- March 2009 |
| South African Institute of Chartered Accountants (SAICA) | Project Manager: Training Regulations | April 2009 – January 2011 |

| | | |
|--|--|--------------------------------|
| Western Cape Gambling and Racing Board | Professional Assistant: Legal Department | November 2011 – June 2013 |
| KNR Legal Tanzania in partnership with CRB Africa Legal (Arusha) | Associate | September 2013 – January 2015 |
| Anti-Money Laundering Journal of Africa | Assistant Editor-in-Chief | August 2016 – September 2017 |
| Association of Compliance Professionals in Africa | Director of Research | December 2016 – September 2017 |
| S-RM | Analyst | January 2018 – March 2019 |
| Faculty of Law, University of Cape Town Centre of Criminology | PhD Researcher | January 2015 – current |

PROFESSIONAL AND PERSONAL CONDUCT

Not Available

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|---|---|
| Board, Trust and other Memberships | <p>Pan African Lawyers Union, 2011</p> <p>Chairperson, Juridical Society Management – University of the Free State, 2011</p> <p>International Bar Association, 2012</p> <p>Member, Association of Certified Compliance Professionals in Africa, 2016</p> |
| Known political affiliation | Unknown |
| Professional outputs and awards | <p>Scholarship with the International Bar Association World Women’s Conference in London, with training sessions ‘In Recent Trends in International Arbitrations and Corporate Governance, 2012</p> <p>Publications:</p> <ul style="list-style-type: none"> • Lesser-known Stories of How Ordinary South Africans Felt the Effect of an Active Public Protector, Mafaro Kasipo and Olwethu Majola-Kinyunyu – The |

| | |
|--|---|
| | <p>Conversation/Mail and Guardian, January 2017.</p> <ul style="list-style-type: none"> • The Effects of the Panama Papers in Africa: Tax Avoidance, Money Laundering or Illicit Financial Flows? Olwethu Majola-Kinyunyu - The Anti-Money Laundering Journal of Africa, 2016, Volume 2, Issue 3, p. 23-28. • Policy Briefing Paper, Towards Real Ownership and Cooperation: Increasing Africa's Voice and Influence in Addressing Transfer Mispricing Challenges published by Tax Justice Forum Nairobi, Kenya, 2014. • Legislative Assessment on the Implementation of the United Nations Convention Against Organised Crime in Tanzania and Zanzibar on behalf of United Nations Office on Drugs and Crime, Nairobi, Kenya, 2014. <p>Presentations:</p> <ul style="list-style-type: none"> • The Role of Justice and Rule of Law in Overcoming Inequality and Poverty in Africa: Insights from the United Nations Millennium Development Goals and the African Union's Agenda 2063, at the World Social Science Forum, 2015. • Emerging Trends in Illicit Money Transfers in Online Gambling at the Annual Gambling Indaba, 2016 <p>Scholarships:</p> <ul style="list-style-type: none"> • Financial Planning institute of South Africa Academic Merit Bursary, 2002 • Golden Key International Honours Society, University of the Free State, 2003 |
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|--|---|
| | <ul style="list-style-type: none">• Full Scholarship from the German Academic Exchange Service to pursue Master of Laws, 2011• Golden Key International Honours Society, University of the Western Cape, 2011• Full Scholarship from the National Research Foundation for PhD Studies, 2016, 2017, 2019 |
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Advocate Hendry Pietersen

EXECUTIVE SUMMARY

Advocate Pietersen is currently a practising advocate. He obtained a Bachelor of Laws from the University of South Africa and is currently pursuing his Master of Laws at the same university. According to Advocate Pietersen's CV, he has experience in the military, immigration, policing, compliance, management, contract law, financial law, environmental law, maritime law, criminal law, international immigration law and medical law. In accordance with Section 2A (4) of the Public Protector Act, Advocate Pietersen meets the criteria. He has experience in administration of justice of over ten years in relation to his work at the South African Police Services and in the Department of Home Affairs.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|--------------------------|--|---------|
| DHA National Senior Certificate | Certificate/Short Course | Department of Home Affairs | Unknown |
| Bachelor of Laws (LLB) | Degree | University of South Africa | Unknown |
| Master of Laws (LLM) | Degree | University of South Africa | Current |
| Legal Studies | Diploma | Oxbridge Academy (Endorsed by the South African Institute for Management) | Unknown |
| Admission as an Advocate of the High Court | Admission | Unknown | Unknown |

CAREER PATH

| Name of Employer | Position | Period |
|--------------------------------------|--|----------------------------|
| South African National Defense Force | Combat Soldier | 1998 – 2002 |
| Boland Computer College | Assistant Lecturer | 2003 – 2005 (Part-time) |
| South African Police Services | Administration Officer: Incarceration | November 2002 – April 2008 |

| | | |
|--|---|---------------------------|
| Cape Town Harbour Inspectorate and Port of Entry | Acting Shift Manager/Supervisor, Immigration Services | April 2009 – May 2013 |
| Durban Harbour Inspectorate and Port of Entry | Shift Manager, Immigration Services | May 2013 – December 2014 |
| Department of Home Affairs | Assistant-Director | December 2014 – June 2018 |
| Self employed | Practising Advocate | Unknown |

PROFESSIONAL AND PERSONAL CONDUCT

Not Available

| | |
|---|--|
| Board, Trust and other Memberships | Unknown |
| Known political affiliation | Unknown |
| Professional outputs and awards | General Medal from former Army General Sphiwe Nyanda |

Advocate Kholeka Gcaleka

EXECUTIVE SUMMARY

Advocate Gcaleka is currently employed as the Director of Khonoconsulting. She obtained her Bachelor of Laws degree in 2003 from the University of KwaZulu Natal and is currently pursuing her Master of Laws at the University of Johannesburg. She was admitted as an advocate of the High Court in 2006. According to Advocate Gcaleka's CV, she has experience in prosecuting, writing legal opinions, litigation, investigations, training, community outreach, prosecuting sexual offences and management. In accordance with Section 2A(4) of the Public Protector Act, Advocate Gcaleka meets the criteria for the position of Deputy Public Protector as she has over ten cumulative years of experience in administration of justice and public administration. She also has experience in managing a large institution.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--------------------------|-----------|-----------------------------|---------|
| Bachelor of Laws (LLB) | Degree | University of KwaZulu Natal | 2003 |
| Admission as an Advocate | Admission | High Court | 2006 |
| Masters of Law (LLM) | Degree | University of Johannesburg | Current |

CAREER PATH

| Name of Employer | Position | Period |
|--------------------------------|---|----------------------------|
| National Prosecuting Authority | Aspirant Prosecutor/District Court Prosecutor Specialist Prosecutor on Sexual Offences | July 2004 – December 2004 |
| National Prosecuting Authority | Junior State Advocate | October 2006 – July 2008 |
| National Prosecuting Authority | Senior State Advocate | August 2008 – May 2011 |
| National Prosecuting Authority | Senior Deputy Director of Public Prosecutions | June 2011 – October 2016 |
| Department of Home Affairs | Special Advisor to Executive Authority | November 2016 – March 2017 |

| | | |
|----------------------------|--|----------------------------|
| Department of Finance | Special Advisor to Executive Authority | April 2017 – February 2018 |
| Department of Home Affairs | Special Advisor to Executive Authority | March 2018 – November 2018 |
| Khonoconsulting | Director | January 2019 – Current |

PROFESSIONAL AND PERSONAL CONDUCT

In 2010, Advocate Gcaleka was quoted as saying that there should be no concern around the then National Director of Public Prosecutions, Menzi Simelane’s plan to close the specialised commercial crime unit and asset forfeiture unit, among others. This raised controversy as she was the Chairperson of the Society of State Advocates at the time, and her comments caused two senior state attorneys to resign.³⁶

In 2011, Advocate Gcaleka was appointed as the state prosecutor in the high profile murder case against Richard Mdluli. This raised controversy, as she had been a prosecutor against Glenn Agliotti, which was thrown out because the state had not brought a *prima facie* case of murder against the accused.³⁷

In 2017, a witness in the Richard Mdluli case alleged that Advocate Gcaleka had tried to coerce him into implicating Mdluli as a guilty party. It was also alleged that the recording of the meeting between the witness and the advocate was tampered with by the prosecution team.³⁸

In 2017, when Malusi Gigaba was appointed by then President Jacob Zuma to the position of Minister of Finance, Advocate Gcaleka was appointed as his legal advisor. This was a controversial appointment due to her 2010 comments of support for the restructuring of the criminal justice system.³⁹ Also in 2017, senior treasury officials stated that the Treasury was ‘captured’, citing among other things, that during a forensic audit by then Director-General Dondo Mogajane, into Eskom’s coal contracts with a company that used to be owned by the Gupta family and Duduzane Zuma, documents that should have been seen by Mogajane first were sent to then Minister Malusi Gigaba’s advisors first, including Advocate Gcaleka.⁴⁰

| | |
|-----------------------|--|
| Volunteer Work | HIV/AIDS Volunteer, University of Durban-Westville |
|-----------------------|--|

³⁶ <https://mg.co.za/article/2010-06-13-silks-split-over-npa-reforms>

³⁷ <https://mg.co.za/article/2011-04-18-choice-of-prosecutor-in-the-mdluli-trial-questioned>

³⁸ <https://www.sowetanlive.co.za/news/2017-02-10-witness-in-mdluli-trial-suggests-state-tampered-with-evidence/>

³⁹ <https://www.fin24.com/Economy/gigaba-brings-controversial-advisers-to-treasury-20170404>

⁴⁰ <https://www.fin24.com/Economy/senior-officials-say-treasury-is-captured-20171001-2>

| | |
|---|--|
| | <p>Teacher at Street Law Programme, University of Durban-Westville, 2000 – 2002</p> <p>University of Durban-Westville Law Clinic, 2002</p> |
| Board, Trust and other Memberships | <p>Member of Innes Chambers Bid evaluation committee</p> <p>Chairperson of the North West Province Performance Moderation Committee</p> |
| Known political affiliation | Unknown |
| Professional outputs | Not available |

Mr Moshoeshoe Jeffrey Toba

EXECUTIVE SUMMARY

Mr Toba is currently employed as a Senior Manager: Legal Delivery Support & Dispute Resolution at SARS Head Office. He obtained his B Iuris in 2000 at Vista University and his Bachelor of Laws in 2004 at the University of the Free State. According to Mr Toba's CV, he has experience in litigation, research, labour law, company law, contract law, property law, succession and trusts law, tax law and investigations. In accordance with Section 2A(4) of the Public Protector Act, Mr Toba meets the criteria for Deputy Public Protector as he has more than ten years of experience in the administration of justice and public administration.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|--|--------------------------|------------------------------|---------|
| B Iuris | Degree | Vista University | 2000 |
| LLB | Degree | University of the Free State | 2004 |
| Admission as an Advocate | Admission | High Court | Unclear |
| Admission as an Attorney of the High Court | Admission | High Court | Unclear |
| Forensic and Investigative Auditing | Certificate/Short Course | University of South Africa | 2011 |

CAREER PATH

| Name of Employer | Position | Period |
|--------------------------------|--|----------------|
| Symington & de Kok Attorneys | Candidate Attorney | September 2003 |
| National Prosecuting Authority | Aspirant Prosecutor Head Control Prosecutor Advanced District Court Prosecutor | January 2005 |
| Attorneys Fidelity Fund | Manager: Prosecutions | July 2010 |
| SARS Head Office | Specialist: Enforcement Investigation | June 2015 |

| | | |
|------------------|--|-----------|
| SARS Head Office | Senior Manager: Legal Delivery Support & Dispute Resolution | July 2017 |
|------------------|--|-----------|

PROFESSIONAL AND PERSONAL CONDUCT

Not Available

| | |
|---|--|
| Board, Trust and other Memberships | <p>Deputy Chairperson, Law Students Society, 1998 – 1999</p> <p>Deputy General Secretary, Student Representative Council, Vista University Bloemfontein, 1998 – 2000</p> <p>Member, Vista University Senate and Law Faculty Board, 1999 – 2000</p> <p>Member, Vista University Institutional Forum, 1999 – 2000</p> <p>Corpus Christi Catholic Church Pastoral Council Bloemfontein, 2007 – 2010</p> |
| Known political affiliation | Unknown |
| Professional outputs and awards | Not available |

Mrs Hilda Harriet Seapei Mekwa

EXECUTIVE SUMMARY

Mrs Mekwa is currently employed as a Specialist State Law Advisor in the Department of Justice and Correctional Services. She obtained a B Iuris in 1996 and a Bachelor of Laws in 1999 from the University of Limpopo. According to Mekwa's CV, she has experience in providing legal advice, drafting contracts, writing legal opinions, drafting and reviewing legislation, legal research, stakeholder management and strategic leadership. In accordance with Section 2A(4) of the Public Protector Act, Mrs Mekwa meets the criteria for the position of Deputy Public Protector with more than ten years of experience in public administration and administration of justice.

QUALIFICATIONS

| Qualification | Type | Institution | Year |
|------------------------------------|--------------------------|-----------------------------|------|
| B Iuris | Degree | University of Limpopo | 1996 |
| LLB | Degree | University of Limpopo | 1999 |
| Practical Legal Training | Certificate/Short Course | Unknown | 1998 |
| Advanced Legislative Drafting | Certificate/Short Course | University of Pretoria | 2003 |
| Internship in Legislative Drafting | Certificate/Short Course | University of Indiana (USA) | 2003 |
| Public Finance Management | Certificate/Short Course | University of Pretoria | 2007 |
| Regulatory Impact Assessment | Certificate/Short Course | School of Europe (Belgium) | 2008 |

CAREER PATH

| Name of Employer | Position | Period |
|----------------------------------|------------------------------|-----------------------------|
| Pretoria State Attorney | Candidate Attorney | March 1999 – March 2000 |
| Department of Health | Legal Administrative Officer | June 2000 – 2002 |
| Department of Housing | Legal Administrative Officer | 2002 – 2003 |
| Department of Social Development | Legal Administrative Officer | November 2003 – August 2003 |

| | | |
|--|--|---------------------------|
| Department of Justice and Constitutional Development | Senior State Law Advisor | September 2005 – May 2007 |
| The Presidency | Director: Leader of Government Business | May 2007 – April 2008 |
| Department of Justice and Constitutional Development | Director: Legal Researcher and Secretariat | January – May 2009 |
| Department of Justice and Constitutional Development | Specialist State Law Advisor | Current |

PROFESSIONAL AND PERSONAL CONDUCT

Not Available

| | |
|---|---------------|
| Board, Trust and other Memberships | Not available |
| Known political affiliation | Unknown |
| Professional outputs and awards | Not available |

ANNEXURE A

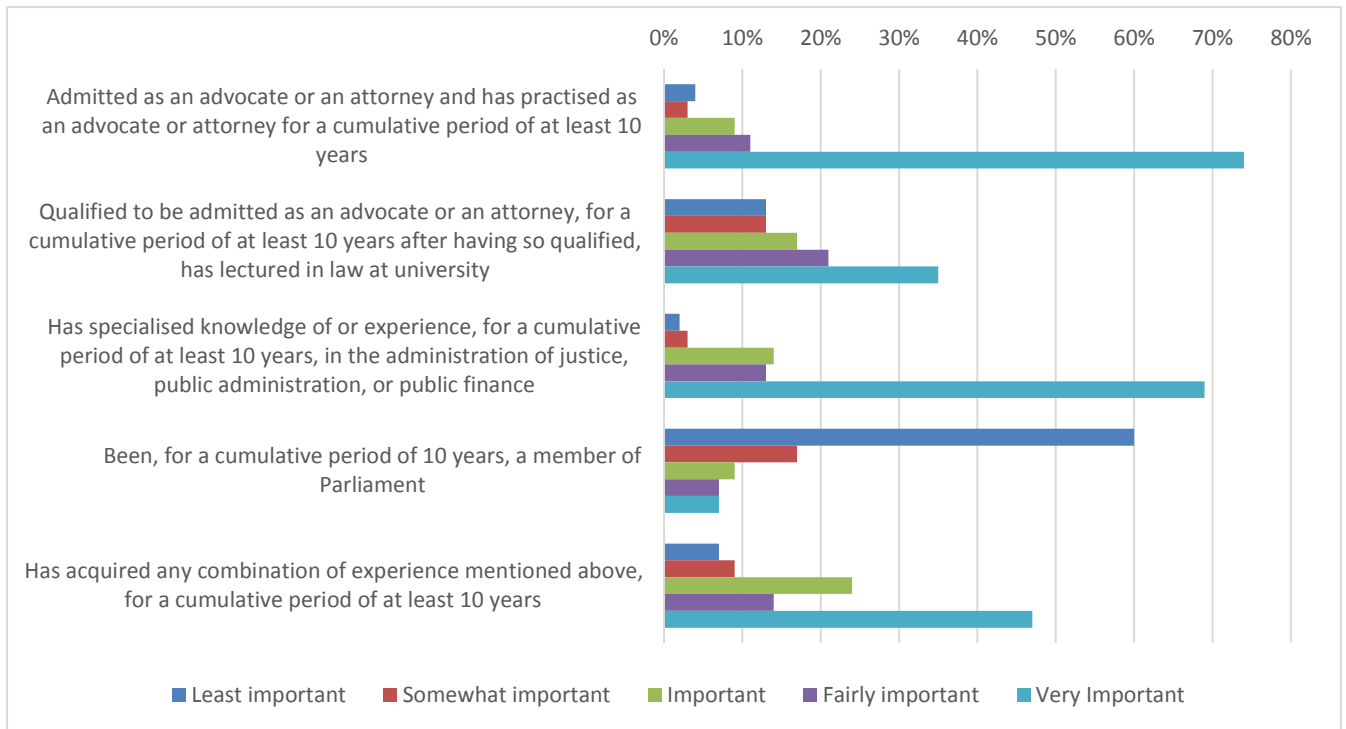
Methodology

In August 2019, Corruption Watch released an online survey via our web and social media platforms that encouraged the public to contribute towards creating the persona of the ideal deputy public protector. 359 respondents participated in the survey. Respondents are random and do not represent the demographics of South Africa. It is important to note that in order to enable a clear presentation and interpretation of the main overall trends emerging from the research data, percentage scores have been rounded off to the nearest percentage. The 'overall score'⁴¹ is derived from the relative ranking of respondents' voting preferences, combined with aggregate percentages.

Question one: Section 1(A) of the Public Protector Act states that a person should have at least one of the following qualifications in order to be appointed as the Deputy Public Protector. Rank the following qualifications in terms of their importance:

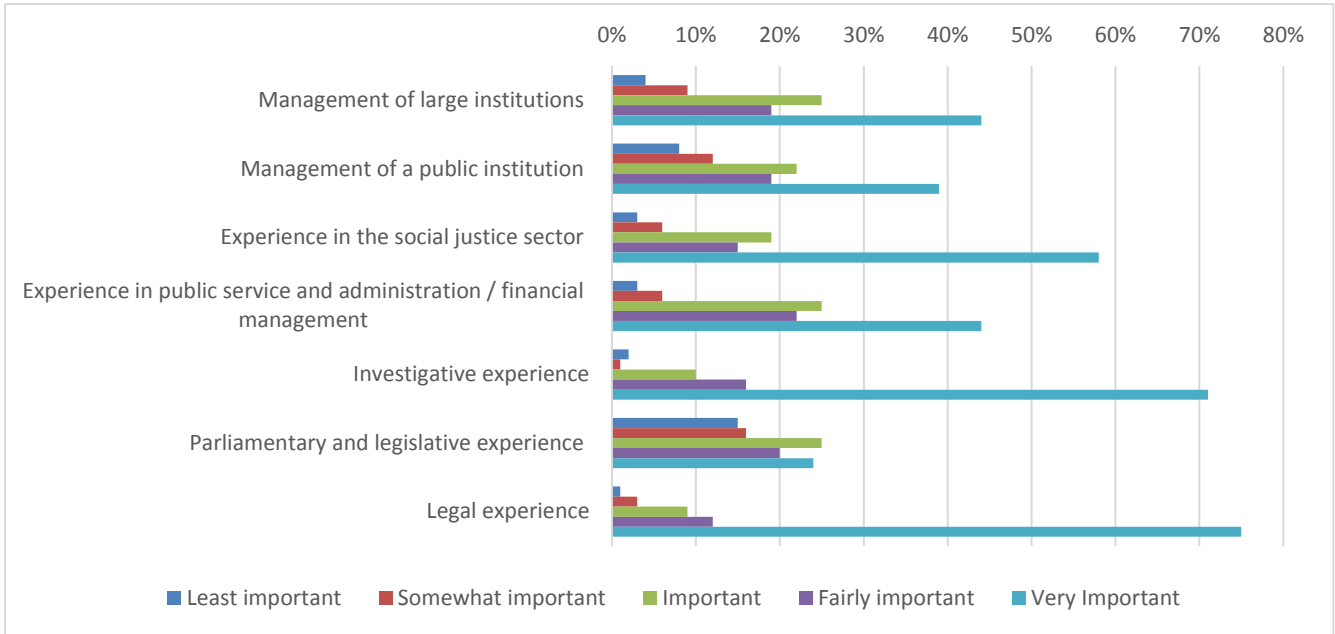
| | Least important | Somewhat important | Important | Fairly important | Very Important | Weighted average |
|--|-----------------|--------------------|-----------|------------------|----------------|------------------|
| Admitted as an advocate or an attorney and has practised as an advocate or attorney for a cumulative period of at least 10 years | 3% | 3% | 9% | 11% | 74% | 4,5 |
| Qualified to be admitted as an advocate or an attorney, for a cumulative period of at least 10 years after having so qualified, has lectured in law at university | 13% | 13% | 17% | 21% | 36% | 3,5 |
| Has specialised knowledge of or experience, for a cumulative period of at least 10 years, in the administration of justice, public administration, or public finance | 2% | 3% | 13% | 13% | 69% | 4,4 |
| Been, for a cumulative period of 10 years, a member of Parliament | 60% | 17% | 9% | 7% | 7% | 1,8 |
| Has acquired any combination of experience mentioned above, for a cumulative period of at least 10 years | 7% | 8% | 24% | 14% | 47% | 3,8 |

⁴¹ The implications for the precise reliability of the results are outweighed by the utility of this approach. Ultimately, it is recommended that users place greater reliance on overall scores than on percentages.



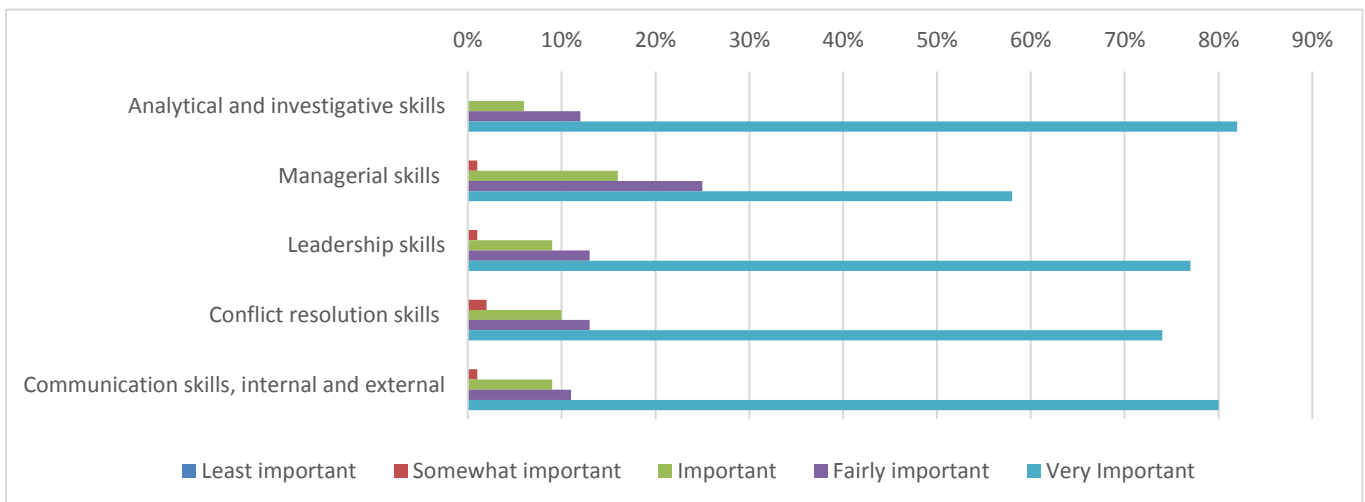
Question two: Rate the following experiences in terms of its importance for the next Deputy Public Protector to possess:

| | Least important | Somewhat important | Important | Fairly important | Very Important | Weighted average |
|--|-----------------|--------------------|-----------|------------------|----------------|------------------|
| Management of large institutions | 3% | 9% | 25% | 19% | 44% | 3,9 |
| Management of a public institution | 8% | 12% | 22% | 19% | 39% | 3,7 |
| Experience in the social justice sector | 3% | 6% | 19% | 15% | 58% | 4,2 |
| Experience in public service and administration / financial management | 2% | 6% | 25% | 22% | 44% | 4 |
| Investigative experience | 2% | 1% | 10% | 16% | 71% | 4,5 |
| Parliamentary and legislative experience | 13% | 16% | 25% | 20% | 24% | 3,2 |
| Legal experience | 1% | 3% | 9% | 12% | 75% | 4,6 |



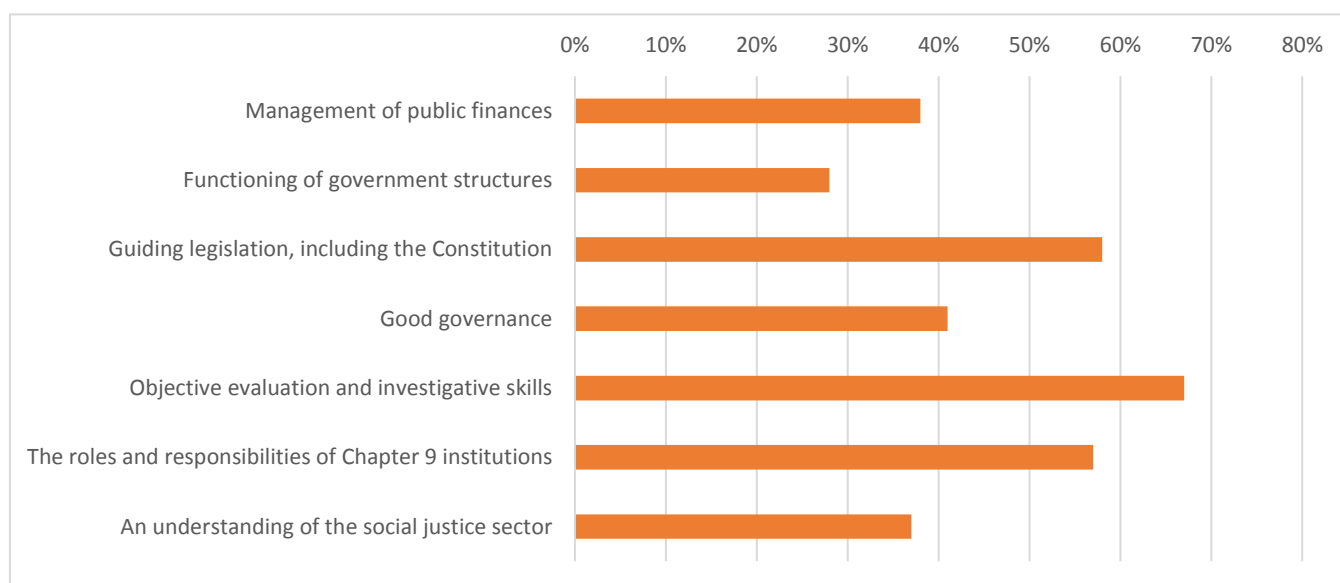
Question three: The deputy public protector has to employ a range of skills to successfully fulfil his/her mandate. Rate the following skills in terms of their importance for the Deputy Public Protector to possess

| | Least important | Somewhat important | Important | Fairly important | Very Important | Weighted average |
|---|-----------------|--------------------|-----------|------------------|----------------|------------------|
| Analytical and investigative skills | 0% | 0% | 6% | 12% | 82% | 4,7 |
| Managerial skills | 0% | 1% | 16% | 25% | 58% | 4,4 |
| Leadership skills | 0% | 1% | 9% | 13% | 77% | 4,7 |
| Conflict resolution skills | 0% | 2% | 10% | 13% | 75% | 4,6 |
| Communication skills, internal and external | 0% | 1% | 8% | 11% | 80% | 4,7 |



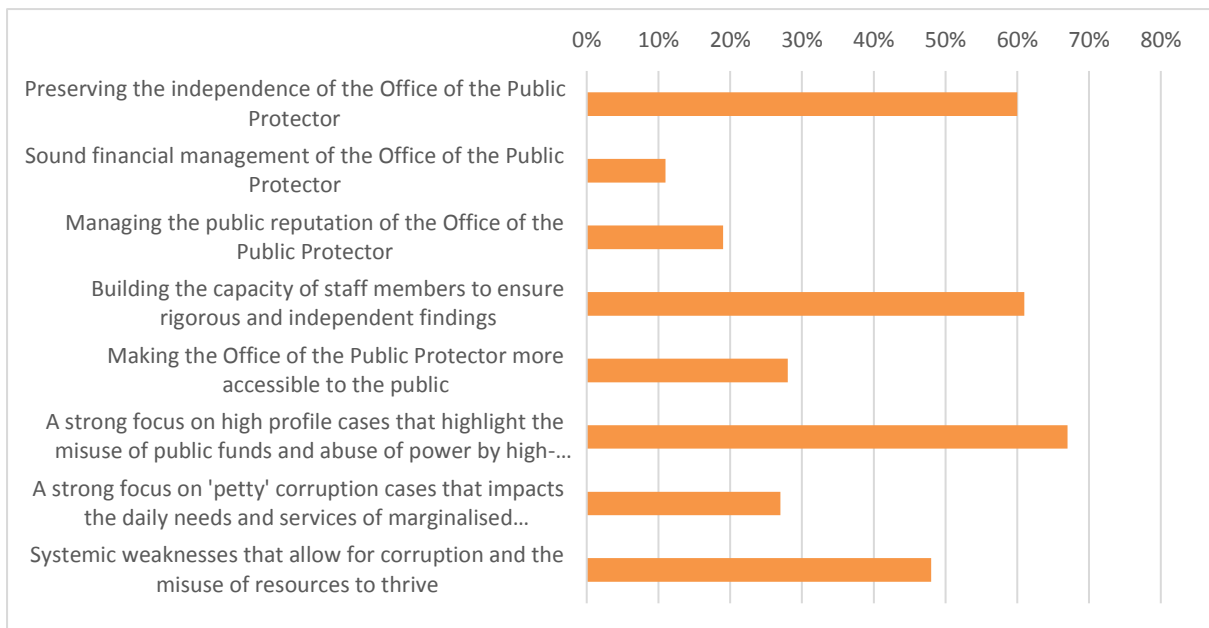
Question four: What are the three most important areas that the deputy public protector should be knowledgeable in?

| | |
|--|-----|
| Management of public finances | 38% |
| Functioning of government structures | 28% |
| Guiding legislation, including the Constitution | 58% |
| Good governance | 41% |
| Objective evaluation and investigative skills | 67% |
| The roles and responsibilities of Chapter 9 institutions | 57% |
| An understanding of the social justice sector | 37% |



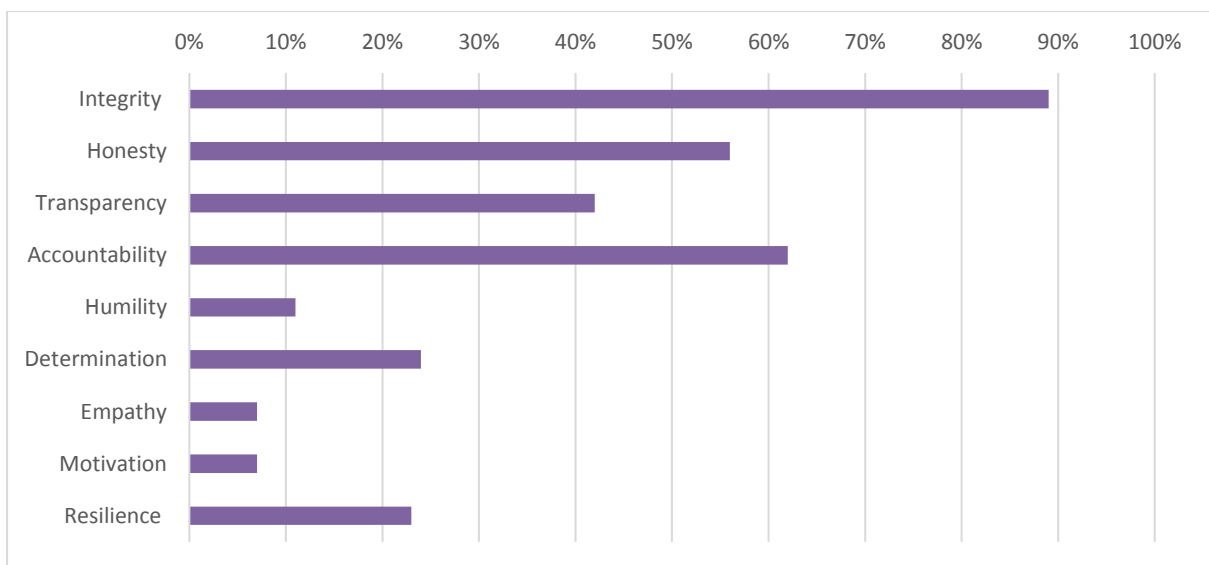
Question five: What are the three most important issues that the next deputy public protector should focus on during his/her term in office?

| | |
|--|-----|
| Preserving the independence of the Office of the Public Protector | 60% |
| Sound financial management of the Office of the Public Protector | 11% |
| Managing the public reputation of the Office of the Public Protector | 19% |
| Building the capacity of staff members to ensure rigorous and independent findings | 61% |
| Making the Office of the Public Protector more accessible to the public | 28% |
| A strong focus on high profile cases that highlight the misuse of public funds and abuse of power by high-ranking officials | 67% |
| A strong focus on 'petty' corruption cases that impacts the daily needs and services of marginalised communities in South Africa | 27% |
| Systemic weaknesses that allow for corruption and the misuse of resources to thrive | 48% |



Question six: What are the three most important values that the deputy public protector should possess?

| | |
|----------------|-----|
| Integrity | 89% |
| Honesty | 56% |
| Transparency | 42% |
| Accountability | 62% |
| Humility | 11% |
| Determination | 24% |
| Empathy | 7% |
| Motivation | 7% |
| Resilience | 23% |



Question seven: Rate the following attributes in terms of their importance for the next deputy public protector

| | Least important | Somewhat important | Important | Fairly important | Very Important | Weighted average |
|-----------------------------------|-----------------|--------------------|-----------|------------------|----------------|------------------|
| Respect for social justice | 1% | 2% | 14% | 12% | 71% | 4,5 |
| Transparency | 0% | 0% | 7% | 12% | 81% | 4,7 |
| Accountability | 0% | 0% | 3% | 7% | 90% | 4,9 |
| Respect for rule of law | 0% | 0% | 3% | 4% | 93% | 5 |
| Objectivity | 0% | 0% | 5% | 7% | 88% | 4,8 |
| Independence | 0% | 1% | 5% | 7% | 87% | 4,8 |
| Respect for public participation | 1% | 2% | 17% | 15% | 65% | 4,4 |
| Respect for quality assurance | 0% | 1% | 15% | 15% | 69% | 4,5 |
| Respect for freedom and democracy | 1% | 1% | 8% | 8% | 82% | 4,7 |

ENDS.

