

Corruption Watch (RF) NPC
Reg. No. K2011/118829/08
8th Floor South Point Corner, 87 De Korte Street
Braamfontein 2001 Johannesburg
P O Box 30630 Braamfontein 2017
T +27 (0)11 242 3900 F (0)11 403 2392
info@corruptionwatch.org.za www.corruptionwatch.org.za



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

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

<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://city-press.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>

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

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

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

PROFESSIONAL AND PERSONAL CONDUCT

Not available

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

Board, Trust and other Memberships	Member of the Cape Bar Advocates for Transformation
---	--

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

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

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
---	---

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>

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	Year/batha
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

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

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>
---	--

	<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>
--	--

	<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

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

	<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.

33

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].

	<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
--	---

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

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
--	---

	<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
--	---

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	Deputy Chairperson, Law Students Society, 1998 – 1999 Deputy General Secretary, Student Representative Council, Vista University Bloemfontein, 1998 – 2000 Member, Vista University Senate and Law Faculty Board, 1999 – 2000 Member, Vista University Institutional Forum, 1999 – 2000 Corpus Christi Catholic Church Pastoral Council Bloemfontein, 2007 – 2010
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

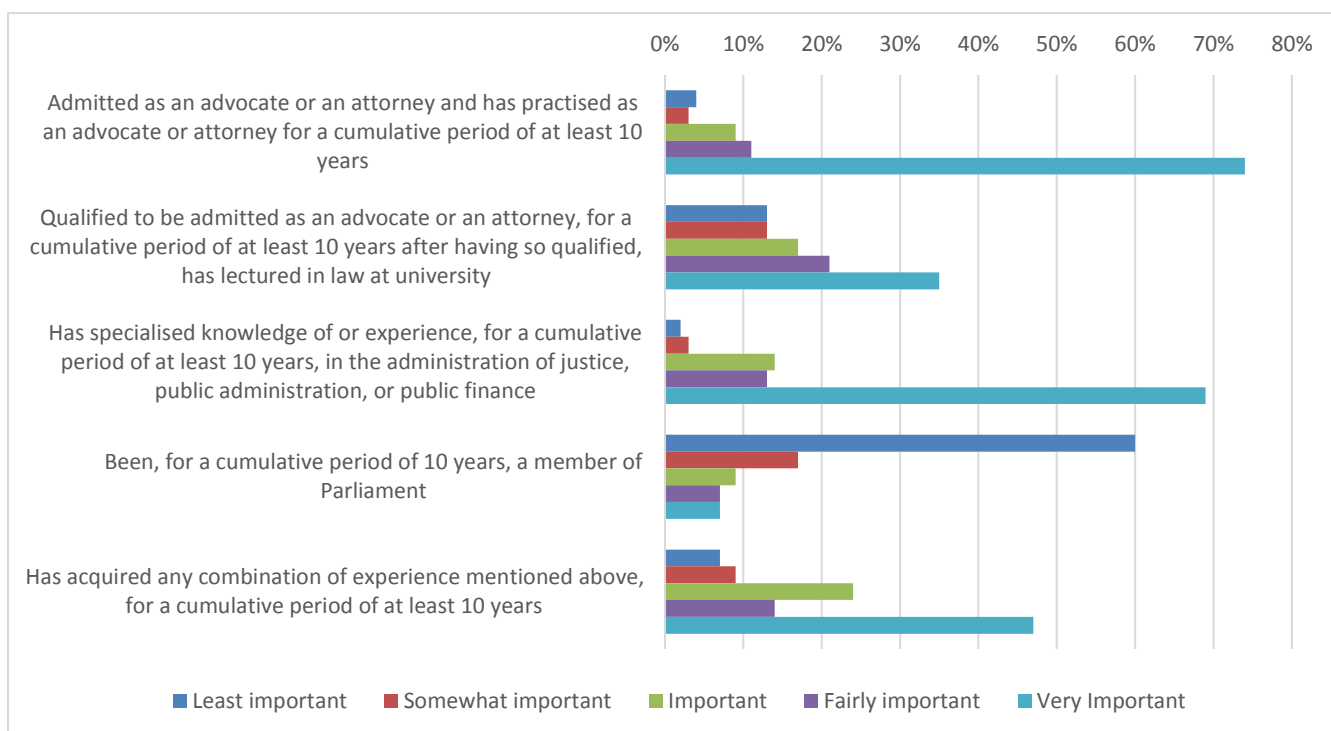
Methodology

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:

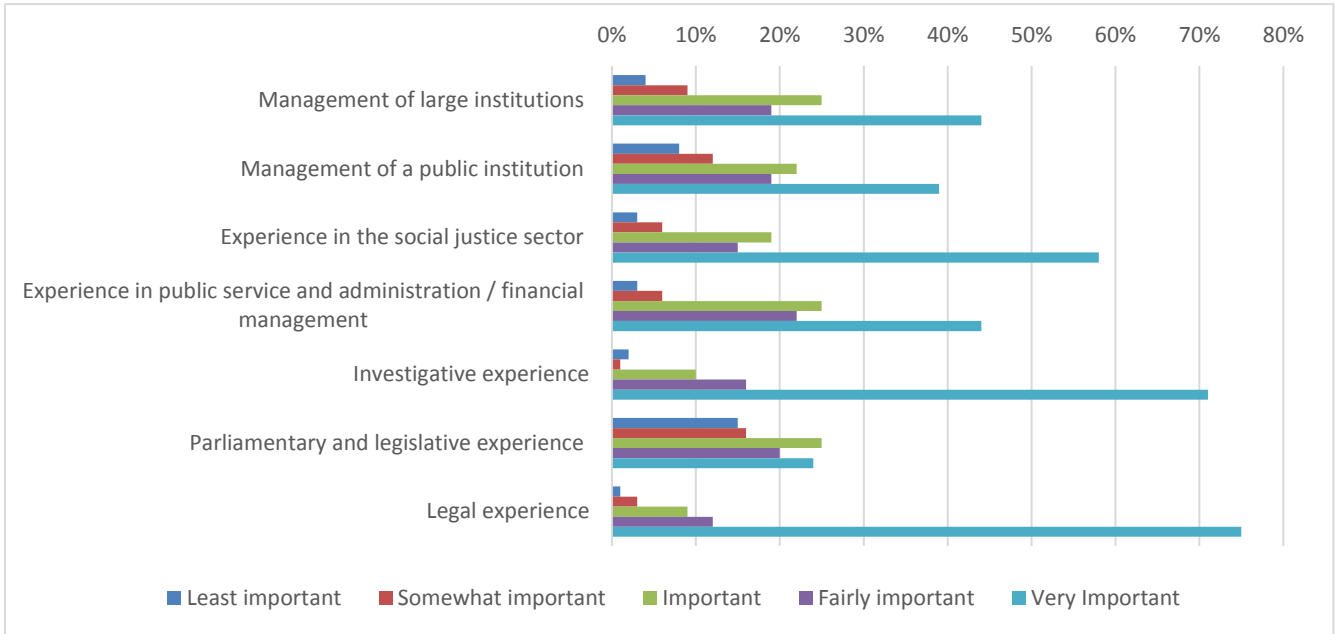
	Least important	Somewhat important	Important	Fairly important	Very Important	Weighted average
Admitted as an advocate or an attorney and has practised as an advocate or attorney for a cumulative period of at least 10 years	3%	3%	9%	11%	74%	4,5
Qualified to be admitted as an advocate or an attorney, for 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.



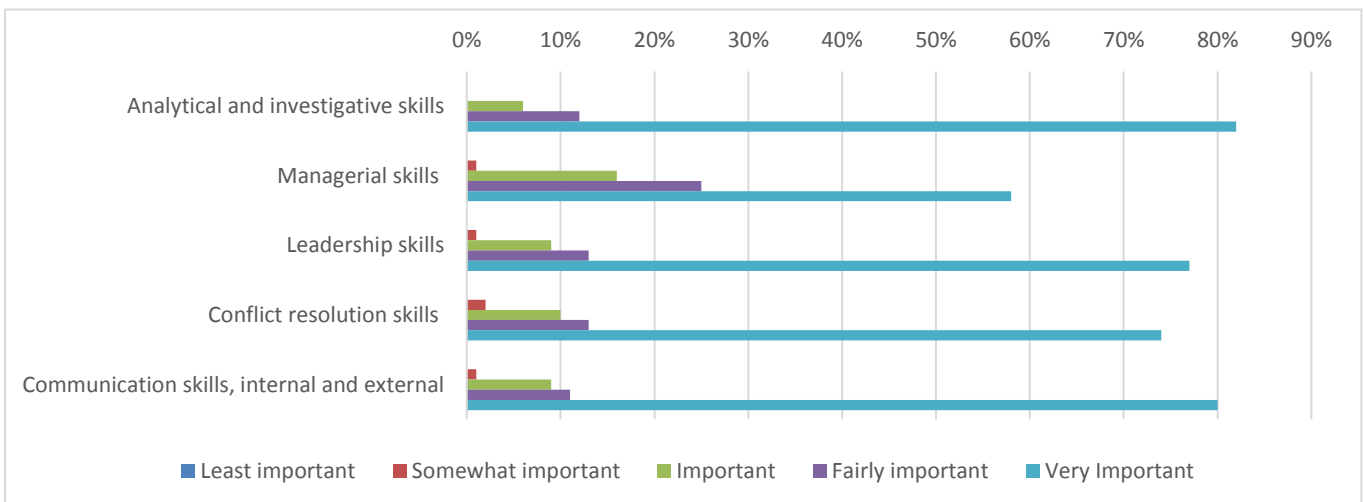
Question two: Rate the following experiences in terms of its importance for the next Deputy Public Protector to possess:

	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



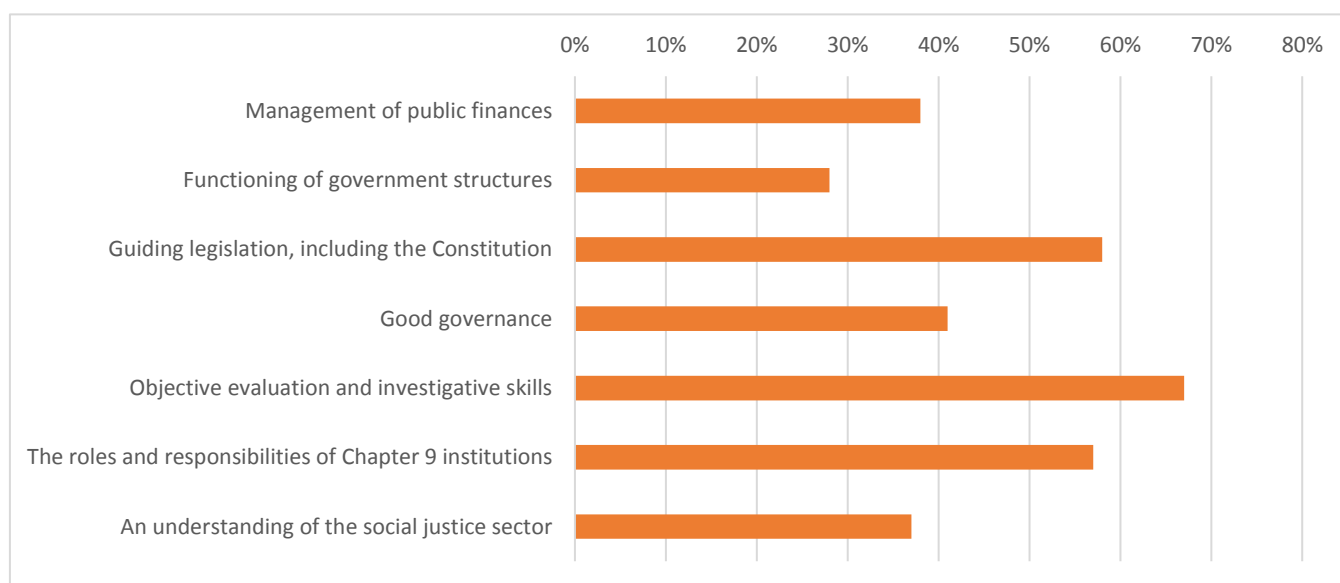
Question three: The deputy public protector has to employ a range of skills to successfully fulfil his/her mandate. Rate the following skills in terms of their importance for the Deputy Public Protector to possess

	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



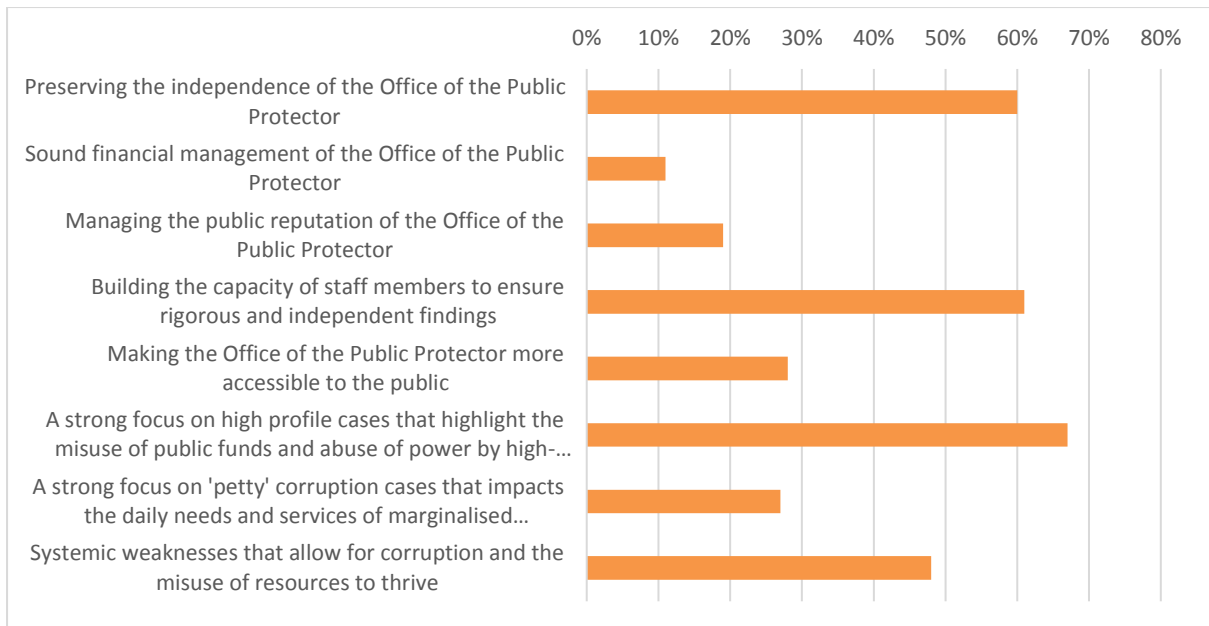
Question four: What are the three most important areas that the deputy public protector should be knowledgeable in?

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%



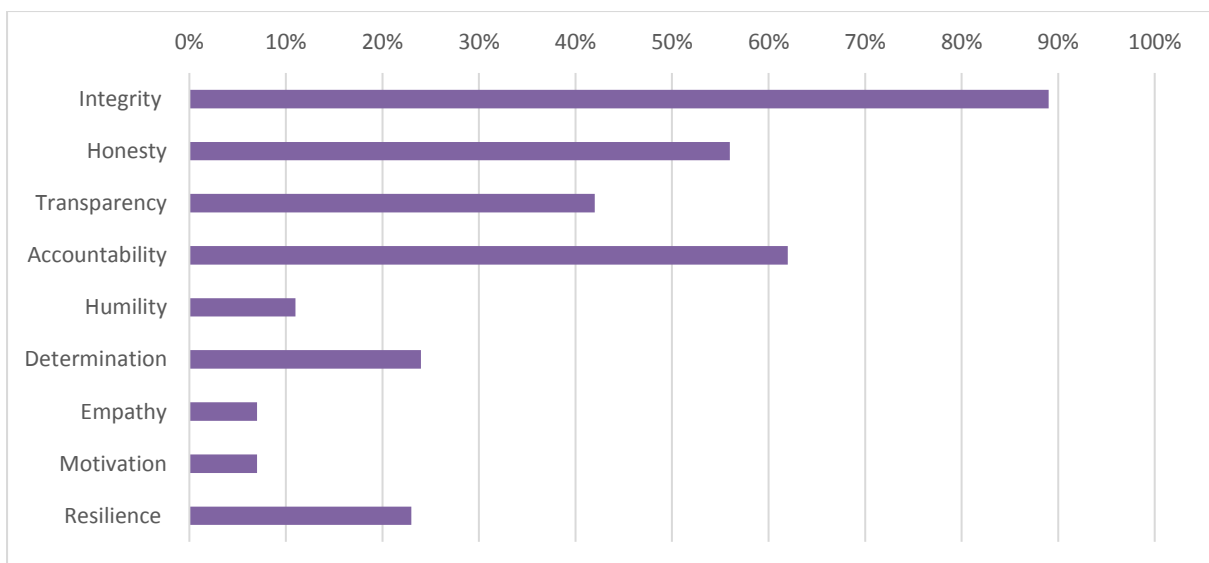
Question five: What are the three most important issues that the next deputy public protector should focus on during his/her term in office?

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.

