

# Ohara Ngoma-Diseko

---

<b>Equity Status</b>	Black – African woman
<b>Nationality</b>	South African
<b>Identity Number</b>	
<b>Driver's License</b>	Code 08
<b>Summary of Qualifications</b>	<p>2011 Master of Education</p> <p>2008 Master of Public Administration (Tukkies)</p> <p>1998 Leadership and Management course for Senior Public Servants (Wits/Harvard).</p> <p>1988 Higher Diploma for the Educators of Adults (Wits).</p> <p>1984 Higher Education Diploma (UNISA)</p> <p>1978 B. A. UNISA (majors Sociology and History);</p> <p>1970 Matriculation Orlando High School.</p>
<b>Area of Competence and Summary of Skills</b>	<p>Gender and development</p> <p>Gender mainstreaming</p> <p>Policy and legislative gendered analysis</p> <p>Human Resource Management</p> <p>Organisational Development and Change Management</p> <p>Research and Evaluation focusing on education and development.</p> <p>Leadership and management</p> <p>Communication</p> <p>Negotiation and conflict management</p>

	<p>Project Management and Programme Design, implementation, monitoring and evaluation.</p> <p>Stakeholder relations.</p>
<p><b>Further Development and Training</b></p>	<p>2000 Capacity Building for SETA Board of Directors.</p> <p>1999 Wits/Harvard Graduate School of Business Administration – Senior Executive Programme for Southern Africa.</p> <p>1999 Study Tour: Skills Development – Australia.</p> <p>1996 Study Tour: Political and Administrative Reforms People’s Republic of China.</p> <p>1998 Study Tour: Public Service Reform &amp; Public Policy- U.K. and Canada.</p>
<p><b>Work experience</b></p>	<p><b>August 2019 Current</b> Commission For Gender Equality Position: Commissioner</p> <p><b>September 2004 – 2008 March 31.</b></p> <p><b>Department of Home Affairs</b> <b>Deputy Director General – Corporate Services</b></p> <ul style="list-style-type: none"> <li>• <b>Details of</b> Position: Human Resource, Labour Relations; Legal Services; and Gender Mainstreaming as well as representing the DG at the G&amp;A.</li> </ul> <p><b>ACHIEVEMENTS:</b></p> <ul style="list-style-type: none"> <li>• Reviewed HR policies and procedures</li> <li>• For the first time initiated a process to develop an integrated Human Resource Plan to guide recruitment.</li> <li>• Introduced bulk advertising of posts to fast track filling of vacancies.</li> <li>• Inculcated a culture of Performance Management as an ongoing process</li> <li>• Professionalizing Home Affairs Immigration Service through i) Job Evaluation and upgrading Immigration posts and (ii) The registration of three Immigration Qualifications by South African Qualifications Authority (SAQA) which means that our Immigration officers can have a career path in immigration.</li> </ul>

- Managed to minimize potentially devastating impact of the recent public service strike on our ports of entry through bilateral discussions with the main union in the department and seeking recourse through the Labor Court to declare immigration an essential service.
- Executive Committee approved a proposal to conduct a gender audit which will inform the Department's gender and transformation programme.

**September 1999 - September 2004**

**Chief Director: Human Resource Development**

***Responsibilities:***

- HRD Strategy for the public service
- Scarce Skills Strategy for the public service
- Development and Implementing an Internship programme for the public service
- Establishment the Public Service Education and Training Sector Authority (PSETA)
- Represent the Minister in the National Skills Authority
- Development of a Social Plan in preparation for the implementation of the Restructuring and Transformation Collective Agreement of 1999.

***ACHIEVEMENTS***

- Developed the 2002 Human Resource Strategy for the public service which was launched by the Minister for Public Service and Administration.
  - Successfully established the Public Service Education and Training Authority (PSETA)
  - Successfully developed and implemented the Internship Programme in the Public Service.
- ✓ ***During this period, I was seconded to the Public Service Commission as a Commissioner. This secondment. Responsibilities included addressing issues of misconduct and grievance and the scope of the Labour Relations and Human resource Management.***
- ✓ ***I was further seconded to establish the "Command Centre" to bring relief for victims of the floods of the year 2000.***

**August 1999 – February 1996 Department of Public Service and Administration**

**Chief Director: Conditions of Service**

***Details of Position:***

- Transformation and Rationalisation–Conditions of service and benefits in the public service"
- Development of the Performance Management and Development System for the Public Service

- Gender Transformation – Conditions of Service
- Review of pension rules to align them with the newly promulgated Government Employees Pension Fund
- Formed part of the team negotiating conditions of service on behalf of the employer in the Central Bargaining Chamber.

**1995 – April 1992 Creative-South Africa/ TEPS (USAID Project)**

**Participant Training Specialist**

- Training Needs Analysis of Non-governmental and community-based organizations and Trade Unions
- Preparation of proposals and budgets for training requirements
- Identifying training opportunities and organizing training in the following areas:

Local government, women in management, women in development, women in leadership

- Recruitment, selection and placements of training participants
- Logistical management and coordination
- Establishing administrative systems and human resource management systems
- Reporting
- Monitoring and Evaluation of training programmes.

**April 1992 – March 1989 Africa Scholarship Programme**

**Coordinator**

- Establishing administrative systems and human resource management systems
- Developing and presenting funding proposals to donors.
- Liaison with donors such as Kagiso Trust
- Budgeting Control and reporting
- Accounting to Board of Trustees and Donors
- Identifying community projects for community work for our students
- Representing the Board on the Bursary Council of South Africa

**June 1987 – February 1989 South African Council of Churches (SACC)**

**National Coordinator**

- Organizing women's groups on development and empowerment
- Capacity building programmes for women'
- Income generation for women
- Developing and presenting funding proposals to donors

	<ul style="list-style-type: none"> <li>• Assessments of project proposals for funding</li> <li>• Monitoring and evaluation</li> </ul> <p><b>1986 – May 1988 Federation of Transvaal Women (FEDTRAW)</b></p> <p><b>Administrator</b></p> <ul style="list-style-type: none"> <li>• Establishing the organizational structure and administrative systems</li> <li>• Organizing women across the country</li> <li>• Liaising with and consulting with leadership at various levels and various circumstances</li> <li>• Office administration</li> <li>• Fund raising and interacting with donors</li> </ul> <p><b>1972 – 1986</b></p> <p><b>Teacher</b> - Orlando North High School, Orlando West High School; Orlando High School, SACHED and Lofentse Girls High School (variously between '72 and '86).</p>
<p><b>Community activities</b></p>	<ul style="list-style-type: none"> <li>✓ Mobilising and organising women in the church, unions and communities and establishing women's organisations</li> <li>✓ Literacy projects and community development projects</li> <li>✓ Detainees Support in the 1980s</li> <li>✓ Member of stokvel- women's support group</li> <li>✓ Involved in community development projects</li> </ul>
<p><b>References</b></p>	<p>Available on request</p>