

NAME: DR JONTY TSHIPA

PHD FINANCIAL MANAGEMENT SCIENCE; MASTERS FINANCE & INVESTMENT; MBA; ELECTRICAL ENGINEERING; GRP; PROJECT MANAGEMENT

South African African Male

1. SUITABILITY FOR THE ROLE

- My current skills (forte) is in:
 - ✓ Company Secretariat
 - ✓ Operational efficiencies
 - ✓ Corporate Governance
 - ✓ Capital Project Management
 - ✓ Strategy monitoring, evaluation and organizational performance
 - ✓ Financial and Investment Management
 - ✓ Strategy development and implementation
 - ✓ Stakeholder engagement and communication
 - ✓ HR, Employee Relations and Remuneration (including working with in a unionized environment)
 - ✓ SHEQ
 - ✓ Facilities Management
 - ✓ Risk Management
 - ✓ Audit and
 - ✓ Credit Management
 - ✓ Valuation
 - ✓ Facilitation of strategic session
- More than 15 years in operations of which 10 years have been as an Executive overseeing Strategy, Operations, HR, ER, SHEQ, Facilities, SCM, Logistics, and Marketing and Communications,
- More than 23 years working experience, having had short expatriation roles in Zambia, Zimbabwe, Botswana, Ethiopia and DRC.
- I have worked in almost all sectors of economy such as Mining, Media, Utility, Government, Financial Services, Research, Academia and telecoms.
- I have been an Executive and Board member for more than 10 years.

2. BOARDROOM EXPERIENCE

A versatile executive with an uncanny affinity for figures and well-versed in most financial matters as well conversant with King reports, Public Finance Management Act (PFMA), Municipal Finance Market Act (MFMA), BCEA, LRA, OHSA, Johannesburg Stock Exchange (JSE) Listing Rules, Banks Act, Companies Act, Treasury regulations.

2.1 PREVIOUS BOARDS

I previously served in the following Boards, effective 2010

- Independent Non-executive board member at **South African Weather Services Board** for two terms. Also served on their Audit and Risk committee, HR and Remuneration committee and Strategic committee, where I was the chairperson for the latter committee – Sector: Science
- Independent Non-executive director at **ZADNA** for one term and committee member of Audit and Risk, Finance, HR and Technical committee, where I was the chairperson of the latter committee – Sector: Telecommunication
- Independent Non-Executive director at **Litsamaiso** and committee member of Audit and Risk and HR and Remuneration committee, where I was the chairperson of the latter committee – Sector Bus Service

- Member of the **Council for Geoscience** Pension and Provident Fund scheme – Sector: Science Research

The following **MAJOR ACHIEVEMENTS** were attained as a non-executive director (Board members) in various organisations:

- Part of the cohort of non-executive directors that diversified the revenue stream at South African weather services through commercialization and strategic partnerships. Served as Board member for 6 years from 2011 to 2017, serving in HR, Audit and Risk and Technical committee. I was the chairperson of the latter committee. The organization attained a clean audit during my time.
- Part of the cohort of non-executive directors that instituted corporate governance framework, optimal capital structure, diversification of revenue and professionalizing transformation of a taxi business to bus company at Litsamaiso Pty Ltd. The liquidity and solvency of the company was solid to the point that dividends were paid on a quarterly basis. I served in this Board from 2018 to 2021. The organization attained a clean audit during my time.
- Stakeholder engagement and marketing – I was a Board member at The .za Domain Name Authority (ZADNA) which is a not-for-profit organisation that manages and regulates the .za namespace. ZADNA is accountable to the South African Department of Communications and Digital Technologies, but does not receive government funding which means it is exempted from complying with the Public Finance Management Act. ZADNA. I was the chairperson of Technical Committee. The organization was able to fortify its cohort of stakeholders by ensuring optimal membership participation and also attained a clean audit during my time

2.2 CURRENT BOARDS

I currently serve in the following Boards:

- **Ethekwini Municipality** as an Independent Audit and Risk committee member
- **Lesotho Highlands Development Authority** (LHDA) as an Independent HR and Remuneration committee member
- **Border Management Authority** as an Independent HR and Remuneration committee member
- **ARC** as Council member as well as member of Finance and Investment committee and HR and Remuneration Committee.

3. EXECUTIVE EXPERIENCE

A versatile Executive with more than 23 years working experience in various sectors of the economy such as retail, utility, banking, telecommunications, mining, academia and government.

My **MAJOR ACHIEVEMENT** over the 23 years of working experience are:

- 33% reduction in work-up time.
- Improved procurement turnaround times
- Improve supplier performance
- 23% productivity improvement;
- Business case for various payment aggregators
- Successfully insourced a ticketing system
- Improved refund turnaround times
- Implemented capital projects in countries such as Zambia, Zimbabwe, Ethiopia, Botswana and the DRC
- HR – successfully implemented projects in HR such as remuneration model, job evaluation, change management, performance management, talent management (including mentoring and coaching as part of the scorecard) dual career pathing and OD.
- Successful transfer of a going concern in line with Section 197 of the Labour Relations Act
- Successful implementation of Section 189 of the Labour Relations Act
- Acted as a CEO on numerous occasions
- Presided and initiated disciplinary hearings
- Successful implementation of ISO 9001 and ISO 17025

- Digital transformation of performance management system
- Growth strategy, Business case, multi-cultural savvy and benchmarking experience – Successfully provided mining solutions (training, implementation and support), worth more than 7million USD in harsh foreign markets such as Zimbabwe, Zambia, Botswana and DRC between 2001 and 2006.
- Business turnaround – As Head: Credit Recoveries at Standard Bank, I was able to identify, in a very short space of time, operational flaws and turned around a non- performing loan book to a performing book. Cost of collection and head count were reduced drastically because of operational efficiencies.
- Provided corporate governance and company secretarial services for Ubank. Part of the executive team that diversified the market and the products for the Bank
- AVUSA - Reduced the cost of return for newspapers. Formalised and documented the process.

3.1 CURRENT ROLES

Full Time (5-year contract)

- Robben Island Museum – Chief Operations Officer - responsible for leading core operational and administrative functions. Ensure effective and efficient business operations through Innovation, Business Process Optimization and strong Corporate Governance, Compliance and Reporting – 1 October 2023 – to date

Part Time

- Wits Business School – Moderator for MBA theses – July 2022 – to date – Part time
- Nelson Mandela University – Examiner for MBA student – May 2018 – to date – Part time
- Monash University – Finance Lecturer for MBA students – August 2022 – to date – Part time
- Tshwane University of Technology – Business Strategy lecturer for MBA students – 1 Jan 2024 to date

3.2 PREVIOUS ROLES HELD

- Business Consultant – 1 September 2022 to 31 September 2023
- Wealth Planner – 1 September 2022 to 31 September 2023
- Council for Geoscience – Executive: Office of the CEO – Managing a portfolio of audit, risk, strategy monitoring, evaluation an organizational performance, protection services, stakeholder and marketing (Sept 2021 – Aug 2022)
- Council for Geoscience - Executive: Corporate Services – Managing of portfolio of HR, SCM, SHEQ, Facilities and Employee relations (June 2018 –Aug 2021)
- Brand South Africa – Executive: Corporate Services – Managing a portfolio of ICT, HR, SCM, Strategy, communication and reporting (July 2015 – May 2018)
- Brand South Africa – Manager: Office of the CEO – Managing the day to day operations of the organization, including strategy, monitoring, evaluation and organizational performance (March 2013 – June 2015)
- AVUSA (now Times Media) – Business Manager – Managing business development (Oct 2011 – Nov 2012)
- Standard Bank – Head: Credit Recoveries – Managing credit recoveries for personal lending (Sept 2010 – Sept 2011).
- Gijima – Senior Technical Consultant – Managing and implementation of new technologies (Jan 2003 – Aug 2007)
- Omnia – Area Manager – Managing business development (Oct 2006 – Jan 2007)
- AECl – Explosives Engineer – Managing business development (June 2001 – July 2006)
- Eskom – Project Manager – Managing the design aspect of the primary plant (June 1997 – May 2001)

COMPLETED PROJECTS AS A BUSINESS CONSULTANT

- Review, benchmark, recommend and implement a Remuneration framework for Executives and Board At Litsamaiso Bus Rapid Transit.

4. EDUCATION

4.1. COMPLETED STUDIES

- PhD Financial Management Science, Sept 2017, University of Pretoria – *nominated for the Best PhD Dissertation for 2017*
- Masters Finance and Investment (*Cum laude*), 2012 (WITS BUSINESS SCHOOL, Graduate School of Business Administration, Johannesburg, S.A)
- Masters Business Administration (MBA- Average 75%), 2010 (TSHWANE UNIVERSITY OF TECHNOLOGY, Business School, Pretoria, South Africa)
- Global Remuneration Professional (GRP), Sept 2017, – Average 91%
- Project management in IT, 2007 (UNISA, Pretoria, South Africa)
- Electrical Engineering (Heavy Current), 1996 (NATAL, School of engineering, Durban, South Africa)
- Global Executive Development Programme, June 2022, GIBS

4.2 CURRENT STUDIES

- LLB 2ND YEAR - UNISA

5. REFERENCES

On request