

**CURRICULUM VITAE  
OF  
LEONARDO JEREMIAH GOOSEN**

**BIOGRAPHICAL DETAILS**

**Postal Address:**

**Telephone Numbers:**

**Email address:**

**Identity number:**

**Nationality:** South African

**Gender:** Male

**Marital Status:** Married

**Languages:** English – Excellent  
Afrikaans – Excellent

**EDUCATION:  
SCHOOLING:**

**Secondary School:** Christian Brother's College  
Green Point (1987 – 1991)

**Qualification:** Cape Senior Certificate

**TERTIARY EDUCATION**

**University** University of Cape Town

**Degrees:** Bachelor of Arts (1994)  
Bachelor of Laws (1996)  
Master of Laws (Dispute Resolution)  
(2022)

**University:** University of the Free State

**Qualification:** Certificate in Mediation (2021)

**Other Institutions:** Cape Town Diocesan Seminary  
University of South Africa

**SHORT COURSES & SEMINARS ATTENDED**

- Workshop on Human Rights & Conflict Management (2000)
- Dept of Land Affairs Briefing on the Extension of Security of Tenure Act (2000)
- Panelist at Miller du Toit Conference on the Pilot Divorce Courts (2001)
- Presenter at UCT Law, Race and Gender Family Law Conference (2000)
- Attended Association of University Legal Aid Institutions (AULAI) Conference (2000, 2001,2006)
- Law Society of South Africa High Court Litigation Seminar (2005)
- Justice College Basic Family Advocacy Skills Training (2006)
- Justice College Training on Best Interest Principle (2006)
- Justice College Mediation Skills Course (2007)
- Miller du Toit Conference on the Children’s Act (2007)
- Presenter at conference: Children & the Law (2007)
- Family Mediators Association of the Cape (FAMAC) mediation training (2008, 2009)
- Telios Institute Course in Resonant Leadership (2008)
- Pretoria University Certificate Course on Aspects of the Children’s Act (2008)
- National Family Advocates Conference (2009)
- Law Society of South Africa Evictions Seminar (2010)
- Law Society of South Africa Constitutional Litigation Seminar (2012)
- Parliamentary Liaison Office Parliamentary Advocacy Seminar (2012)
- Evidence & Forensic Investigations in the Workplace (2012)
- Management and Leadership Development (2014-2016)
- Workshop for Initiators and Chairpersons of Disciplinary Enquiries (2016)

**EMPLOYMENT SINCE GRADUATION**

<b>DATE</b>	<b>ORGANIZATION</b>	<b>JOB TITLE</b>
Nov 1996-30 April 1997	EW Domingo & Associates	Candidate Attorney
1 May 1997- 23 Dec 1998	Murphy Wallace Inc	Candidate Attorney
24 Dec 1998-30 Sept 1999	Murphy Wallace Inc	Attorney
May 1999	SANSOC	Election Observer Trainer

June 1999	IEC	Election Official
1 Oct 1999-31 July 2000	Lawyers for Human Rights	Attorney
Sept 2000	IEC	Registration Official
Oct 2000	IEC	Presiding Officer
1 Aug 2000-31 Dec 2001	UCT Legal Aid Clinic	Attorney
1 April 2001-31 July 2001	UCT Legal Aid Clinic	Acting Director
1 Dec 2002-31 Dec 2002	UCT Legal Aid Clinic	Locum Attorney
April 2004	IEC	Election Official
1 Mar 2005-30 April 2006	UWC Legal Aid Clinic	Attorney
1 May 2006-30 Sept 2009	Department of Justice	Family Advocate (In-house Supervisor)
1 July 2007-31 Oct 2008	Varsity College	Lecturer (part-time)
1 Oct 2009-31 Oct 2010	SA Human Rights Commission	Provincial Manager
1 Nov 2010-31 Aug 2014	Legal Aid South Africa	Civil Principal Attorney
1 Sept 2014-30 Sept 2018	National Prosecuting Authority of SA	Deputy Director of Public Prosecutions
1 Oct 2018-30 Sept 2023	Public Service Commission	Commissioner
1 Feb 2023-31 July 2023	University of Cape Town	Lecturer
1 Oct 2023 to date	Manshon Attorneys	Attorney
1 Oct 2024 to date	Office of the Chief Justice	Magistrate

### **ACTIVITIES SINCE 1997**

- Executive member of Archdiocesan Youth Council 1999–2001
- Management Advisor to Pastoral Development Team 1999–2001
- Attended the African Renaissance Conference 2000
- Co-ordinated Inter-faith Youth Summit 2000
- Presented a paper on the Family Courts Pilot Project at UCT Law, Race and Gender Conference 2000
- Convening Judge: UCT Traffic Appeal Court 2000-2001
- Religious Educator: Somerset West Catholic Church 2003-2004
- Co-ordinated establishment of youth project in Bonteheuwel 2004
- Provided free legal advice to indigent communities 2001 - 2004
- Weekly article in community newspapers on various legal topics 2005
- Religious Educator: Belgravia Catholic Church 2006-2008
- Deputy Chairperson: Parish Pastoral Council 2007-2010
- Appointed Commissioner of the Small Claims Court 2007
- Co-opted member of Regina Coeli School Governing Body 2009
- Board Member: Prison Care and Support Network 2010-2013
- Chairperson of the Board: Prison Care and Support Network 2012
- Member of CLS specialist committee on Human Rights

and Constitutional Affairs	2011-2014
• Chairperson of Parish Pastoral Council: Regina Coeli Catholic Church	2013-2016
• Deputy Chairperson: Eastern Deanery Pastoral Council	2013-2016
• Accredited as a Mediator with the Family Mediators Association of the Cape (FAMAC)	2013-date
• Executive Member of the National Association of Democratic Lawyers, Western Cape	2015-date
• Executive member of FAMAC	2017-2021
• Appointed to the South African Council for Social Service Professionals (SACSSP) by the Minister of Social Development	2022-2024

### **KEY PERFORMANCE AREAS AT PUBLIC SERVICE COMMISSION (PSC)**

- Provide strategic leadership ensuring the development, adoption and maintenance of the PSC's governance framework (inclusive of the implementation thereof)
- Provide strategic leadership ensuring the development of the PSC's Strategies, Programmes and Plans aimed at the maintenance of effective and efficient public administration and high standards of professional ethics in the public service inclusive of exercising oversight over the implementation thereof
- Promote the values and principles governing public administration contained in section 195 of the Constitution
- Promote ethical conduct by members of the Senior Management Service and public servants in general
- Provide advice to national and provincial organs of state regarding corporate governance management and personnel practices in the public service, including those relating to the recruitment, appointment, transfer, discharge and other aspects of the careers of employees in the Public Service
- Conduct inquiries into any matter authorised by the Constitution or the Public Service Act.
- Develop and maintain collaborative relations with national and provincial organs of state, Institutions Supporting Democracy and other stakeholders
- Promote sound labour relations and grievance management practices within the public service
- Chairing of and participation in grievance and complaints panels
- Interacting with legislators, members of the executive and departmental top management on behalf of the Commission

## **KEY PERFORMANCE AREAS AT NATIONAL PROSECUTING AUTHORITY**

- Assist with the management of AFU in the region including staff and other resources
- Manage civil litigation regarding all aspects of freezing and forfeiture / confiscation of property derived from criminal activity
- Drafting applications, preparing heads of argument and appearing in court
- Training, mentorship and guidance of staff
- Quality control in respect of litigation
- Stakeholder engagement and management
- Providing training and support to key stakeholders
- Assist with drafting annual performance plan
- Assist with managing the regional budget

## **KEY PERFORMANCE AREAS AT LEGAL AID SOUTH AFRICA**

- Managing civil legal aid in the area of the Cape Town Justice Centre
- Attending to complex civil litigation
- Implementation of a cluster model in the region
- Managing staff and resources employed in the civil unit
- Training and mentoring of civil attorneys and candidate attorneys in the civil unit
- Management and implementation of norms and quality assurance mechanisms
- Staff and performance management
- Implementation of all internal and external policies
- Encourage and facilitate partnerships with stakeholders
- Monitoring and improving case flow management systems
- Stakeholder engagement

## **KEY PERFORMANCE AREAS AT THE HUMAN RIGHTS COMMISSION**

- Implementation of the following National Programmes at Provincial level: Legal Services, Education and Training, Parliamentary and International Affairs, Human Resources, Information and Communication, Administration, Finance, Research and Documentation Analysis
- Ensuring implementation of the Commission's strategic plan at provincial level
- Ensuring proper procurement and supply chain management at provincial level

- Managing resources and budgets allocated to programmes in the province
- Stakeholder engagement and liaison
- Interacting with the Commissioner's programme regarding provincial matters
- Media liaison
- Representation of the Commission provincially
- Giving inputs into the drafting of the Commission's strategic plan , business plan and budget

### **COMPETENCIES & SKILLS ACQUIRED**

It bears mention that in addition to my role as legal practitioner, I have for a considerable number of years also played a managerial / supervisory role in this context. At both the UCT and UWC Law Clinics I was responsible for the management of particular projects. In addition I acted as Director for various periods while employed at the UCT Law Clinic. While employed as a Family Advocate, in addition to managing enquiries, I was also an In-house Supervisor. This entailed management of and mentoring more junior legal staff. In addition I acted as Senior Family Advocate and Provincial Principal Family Advocate on occasion. From 2009 to 2010 I managed the Western Cape Provincial Office of the South African Human Rights Commission This entailed assuming overall responsibility for the implementation of the Commission's vision, mission and mandate in the province. I was also responsible for management of the budget and other resources of the provincial office. In addition I assumed overall responsibility for litigation emanating from the law clinic established in terms of the rules of the Cape Law Society. During my time at Legal Aid South Africa I developed systems and best practices for the newly established civil unit attached to the Cape Town Justice Centre. During my period with the National Prosecuting Authority I have been involved with the application of asset forfeiture law in litigation as well as managing litigation undertaken by staff in this regard. I was also responsible for fostering positive relations with stakeholders, most particularly with prosecutors and members of the South African Police Service. In addition to the general focus I was also tasked with liaison with the prosecution in respect of specialized commercial and anti-corruption matters. As Public Service Commissioner I was afforded the opportunity of contributing towards building the public service in line with the country's developmental goals. I had the opportunity to engage with members of the executive as well as numerous committees at both the national parliament and provincial legislature. My tenure as commissioner has given me a unique insight into the challenges and opportunities which presents itself at top and senior leadership levels of departments. Since 2010 I have also in my private capacity established and managed a property development and rental portfolio. The particular competencies and skills gained during my career may accordingly be summarized as that set out hereunder

- Contract drafting and applied labour law skills
- Litigation and case management skills
- Legal research skills
- General understanding of the constitutional, administrative law and general legal framework
- Project management skills
- Supervisory, training and mentorship skills
- A combination of individual initiative and ability to lead and work within a team context
- Problem solving skills
- Planning, strategic leadership, monitoring and evaluation skills
- Human resource management skills
- Financial planning and accountability
- Project and financial planning, organizing and reporting
- Media relations
- Alternative dispute resolution and mediation
- Facilitation and strategic planning
- Oral and written communication skills
- Managing and ensuring implementation of strategic plans
- Report writing skills
- Stakeholder interaction and management

## **REFERENCES**

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|--|--|
| 1. Mr C Esterhuizen<br>Te<br>col           | Former Head of Office<br>Legal Aid South Africa: Cape Town |
| 2. Mr R Bodart                             | Head of Office<br>Legal Aid South Africa: Malmesbury       |
| 3. Prof S Fikeni<br>1999-2000<br>1999-2000 | Chairperson<br>Public Service Commission                   |