

# LUXOLO MTHUNZI AFRIKA SANDLANA

## ADVOCATE OF THE HIGH COURT OF SOUTH AFRICA

**Location:** Gauteng Province

**Nationality:** South African

**Email:**

**Mobile**

**Driver's License:** (Valid in South Africa and Botswana)

**Disabilities:**

### SUMMARY

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Dynamic and accomplished, I am an Advocate of the High Court of South Africa (and former attorney), boasting extensive expertise across the legal spectrum. My diverse knowledge encompasses human rights law, corporate commercial law, environmental law, intellectual property law, ICT and technology law, data privacy law, economic policy, forensics, and compliance and risk management.

Throughout my career, I have excelled in delivering exceptional legal counsel, demonstrating proficiency in legal advising, criminal and civil litigation, contract negotiation and drafting, fraud, and money laundering investigation, policy monitoring and compliance, project management, and the utilization of Machine Learning algorithms for fraud detection.

With a strong background in Anti-Money Laundering, data analysis, and legal advisory, I have cultivated robust skills as a legal and finance professional. I am well-suited for roles within the judiciary, mining, logistics, telecommunications, government, and financial services sectors. Furthermore, I possess a keen understanding of project management and data governance, both of which are rapidly emerging as crucial areas in our legal and financial landscapes.

To bolster my capabilities, I pursued and completed a Postgraduate Diploma in Risk Management, empowering me to deliver comprehensive services in compliance, risk,

and corporate governance.

Armed with an exceptional skill set and a dedication to excellence, I am prepared to make a profound impact in any role, offering strategic guidance, financial acumen, and legal expertise to drive success.

## COMPETENCIES AND SKILLS

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### Professional Skills

- Project and program management.
- Developing systems and processes.
- Compliance monitoring and data analysis.
- Policy development.
- Research, analytical, and problem-solving skills.
- Report writing.
- Legal Research.
- Strategic planning.
- Financial management and financial modeling.
- Contract negotiation and drafting.
- Litigation
- Arbitration

### Soft Skills

- Written and verbal communication skills.
- Leadership skills.
- Critical thinking.
- Diplomacy and stakeholder management.
- Negotiation Skills.
- Time management.
- Performance and result oriented.
- Ability to deal with pressure/stress.
- Ability to work independently, as well as collaborate with others.

- Problem-solving and innovative.
- Customer service oriented.

### **Professional Tools**

- MS Package including MS Database and MS Excel
- SQL and Python programming language
- Tableau and Power BI
- R (novice)
- Machine Learning and Artificial Intelligence: building AI Models and Natural Language Process Algorithms
- LexisNexis

## **QUALIFICATIONS AND TRAINING**

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### **2024 Postgrad Diploma in Risk Management**

University of South Africa

Modules: *Operational Risk Management; Governance, Risk and Compliance Management; Risk Financing; Credit Risk Management; and Market Risk Management.*

### **2019 Data Science Certificate**

Explore Data Science Academy

### **2010 Bachelor of Laws (LLB)**

Walter Sisulu University

## **PROFESSIONAL MEMBERSHIPS**

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Advocate of the High Court of South Africa – Admission date 17/02/2025 (Membership No.: 94141)

Advocates For Transformation

Admitted Attorney of the High Court of South Africa: 06/03/2015 – 17/02/2025  
Student Member of Institute of Risk Management (IRM) (Membership No.: P0078245)  
Member of the Ethics Practitioners' Association (Membership No.: 099)  
Student Member of Association of Certified Fraud Examiners SA (ACFE SA) (Membership No.: 62981087)  
Lean Sigma White Belt Certification - Sigmafy (Council for Six Sigma Certification)

## NOTABLE PUBLICATIONS

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Institute of Risk Management  
Risk Trends 2025 (Link: <https://tinyurl.com/3pa2pmm2> )

## EXPERIENCE

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### February 2025 – Current

#### Advocate – Pan African Bar Association of South Africa

- Running a fulltime general legal practice. Practice areas include criminal litigation, administrative law, data privacy law, forensic investigations, property law, etc.

### January 2024 – December 2024

#### Pupil Advocate – Pan African Bar Association of South Africa

#### Mentored by Adv. Mpati Qofa-Lebakeng

- Undergoing pupillage under the guidance of my mentor.
- Assist in research and utilize my wealth of experience to conduct accurate case research.
- Assist in drafting court pleadings and other various legal-related documents.
- Assist in court preparation and ensure the litigation file is updated with all pleadings.
- Assist with record and minute-taking during consultations with clients and briefing attorneys.

## **June 2024 – Current**

### **Director – Qhayiya Forensics and Risk Management Consultants**

- Director of a new player within the forensics and risk management sphere. The company provides a turnkey solution to everything dealing with forensics and risk management.

## **January 2020 – December 2023**

### **Farm Director and Co-Founder – Straai Farms**

- Orchestrated strategic financial planning and production management, effectively maintaining farm progress within budgetary parameters.
- Executed practical tasks including operating machinery, driving tractors, spraying fields, and overseeing feeding activities, ensuring optimal farm operations.
- Successfully marketed farm products, leveraging effective sales and distribution channels to maximize profitability.
- Managed procurement activities, sourcing essential supplies such as organic fertilizers and seeds, while ensuring cost-efficiency and quality.
- Spearheaded maintenance and repair initiatives for farm buildings, machinery, and equipment, ensuring smooth and uninterrupted operations.
- Guided and mentored trainee staff, devising comprehensive training plans and providing ongoing monitoring and support.
- Vigilantly monitored and maintained the quality of crop yields, implementing best practices to optimize productivity.
- Demonstrated a comprehensive understanding of weather patterns and their impact, effectively developing contingency plans and risk mitigation strategies.
- Ensured timely readiness of products for market deadlines, maintaining strict adherence to production schedules.
- Ensured compliance with government regulations and pertinent legislation, guaranteeing farm activities aligned with legal requirements.
- Remained well-informed about pests and diseases, actively identifying and addressing issues to prevent their spread and applying appropriate treatment methods.
- Implemented rigorous health and safety standards across the farm estate,

prioritizing the well-being of employees and maintaining a safe work environment.

- Demonstrated a commitment to environmental protection and biodiversity preservation, incorporating sustainable practices in farm operations.
- Maintained accurate and up-to-date financial records, ensuring meticulous record-keeping for efficient financial management.
- Skilfully negotiated supply agreements with customers, fostering mutually beneficial partnerships while optimizing commercial outcomes.

## **January 2017 – December 2024**

### **Forensic Consultant – Various companies on a contractor basis**

- Assessment of fraud risk internal control systems, processes, and policies, combined with suggested improvements
- Comprehensive fraud risk management advisory services (pro- and reactive)
- Development of fraud risk management detection, prevention & response plans, and preventative policies and procedures
- Development of a business ethics code & practices manual
- Employee misconduct o Management fraud and irregularities
- Third-party, vendor, and service provider procurement irregularities & kickbacks
- Forensic investigation and verification of evidence in criminal, labour, and civil trial proceedings
- Fraud, unethical, and unauthorized behaviour consequence management.

## **January 2019 – December 2019**

### **Data Scientist – Explore AI (Telkom SA)**

- Provided strategic data advisory services, identifying opportunities to leverage company data for driving impactful business solutions across diverse stakeholders.
- Led strategy advisory efforts by gathering and evaluating data from company databases, optimizing product development, refining marketing approaches, and informing business strategies for enhanced performance.
- Ensured data privacy by performing comprehensive monitoring and assurance tasks, collaborating with the company to complete third-party risk assurance

procedures, and devise data-driven solutions to address complex business challenges.

- Developed advanced machine learning algorithms for data modelling, including prediction and clustering techniques, to effectively detect and investigate instances of fraud, delivering valuable insights to support business operations.
- Supported data governance and compliance initiatives, assisting the data protection team in creating and implementing policies, standards, guidance, training, and awareness activities to meet the company's data protection obligations.
- Proactively identified emerging threats and evaluated the potential impact of forthcoming legislation or regulations, providing valuable guidance to the business, particularly concerning the POPI Act, PAIA, Data Privacy, Cybersecurity, and EU General Data Privacy Regulations (GDPR).

### **May 2015 – December 2016**

#### **Anti-Money Laundering and Compliance Officer – Barclays Bank Africa**

- Spearheaded complex investigations into fraudulent activities and potential money laundering across diverse business units, delivering comprehensive investigation reports.
- Served as a subject matter expert (SME) in anti-money laundering (AML) and financial fraud investigations, providing invaluable insights and guidance.
- Managed anti-money laundering compliance monitoring and offered recommendations for training to ensure adherence to regulatory requirements.
- Ensured quality and regulatory compliance following relevant legislation, contributing to a culture of integrity and risk mitigation.
- Conducted enhanced due diligence on entities and collaborated with the Compliance team to execute enhanced customer due diligence protocols for high-net-worth clients during onboarding and offloading processes.
- Oversaw the review and monitoring of Suspicious Activity Reports (SAR), ensuring their accurate preparation and submission.
- Played a key role in developing and implementing strategies, policies, and plans to comply with various anti-money laundering legislation such as POCA, PAIA,

POCDATARA, FICA, and incidental Acts like POPI. Proactively identified emerging threats and assessed the potential impact of impending legislation or regulations, providing strategic advice to the business, particularly regarding the POPI Act, PAIA, Data Privacy, Cybersecurity, EU General Data Privacy Regulations (GDPR), Anti-Money Laundering, FICA, CPA.

## **January 2014 – January 2015**

### **Candidate Attorney – Chennells Albertyn**

- **Legal Research and Analysis:** Conducted extensive legal research on property law, contracts, trademarks, environmental law, and cross-border commercial transactions, specifically focused on the wine and grape industry. Analyzed relevant statutes, case law, and regulatory frameworks to provide comprehensive legal opinions and advice to various clients, both in their personal capacity and business.
- **Drafting and Reviewing Legal Documents:** Prepared and reviewed legal documents such as contracts, agreements, leases, licenses, and trademark applications, ensuring compliance with applicable laws and regulations. Collaborated with senior attorneys and counsel to draft tailored and legally sound documents for wine farms, wine brands, and other clients in various industries.
- **Client Consultation and Communication:** Interacted with wine farms, wine brands, and clients from diverse industries, providing legal advice and guidance. Assisted in client meetings, responded to inquiries, and addressed legal concerns. Communicated updates on case progress and developments, maintaining strong client relationships.
- **Property Law and Transactions:** Assisted senior attorneys in handling property law matters, including conducting due diligence investigations for property transactions, lease agreements, and land use regulations for wine farms and other business entities. Assisted in drafting and negotiating contracts and agreements related to property acquisitions, leases, and licensing.
- **Trademark Registration and Protection:** Assisted in the registration and protection of trademarks for wine brands and other clients. Conducted trademark searches, prepared applications, and managed trademark portfolios. Assisted in resolving

trademark disputes and enforcing intellectual property rights.

- **Environmental Law Compliance:** Advised wine farms and wine other business entities on environmental laws and regulations, ensuring compliance with environmental standards. Assisted in conducting environmental due diligence, assessing potential risks, and developing strategies to mitigate environmental liabilities.
- **Cross-Border Commercial Transactions:** Assisted in cross-border commercial transactions for wine exports, including drafting and reviewing international contracts, negotiating terms, and ensuring compliance with trade regulations and customs requirements.
- **Court Appearances:** Represented clients in criminal matters in court, presenting arguments, examining witnesses, and cross-examining opposing witnesses. Assisted senior attorneys in preparing for court hearings and trials, including drafting pleadings and gathering evidence.
- **Case Management and Documentation:** Managed case files, organized and maintained accurate and up-to-date documentation, including legal research, contracts, court filings, and correspondence. Assisted in document management, ensuring efficient retrieval of case-related information.

## **VOLUNTARY INVOLVEMENT**

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### **March 2024 - Present**

#### **Vice Chairperson Committee Member – Institute of Risk Management (IRM): South Africa Regional Group**

- Running events, seminars, or webinars on current topics that meet the continuing professional development needs of IRM members.
- Developing a sense of community among members of the Regional and Special Interest Group.
- Providing leadership within the specialism/region and informing IRM of new and emerging themes.
- Promoting the benefits of IRM membership at Regional and Special Interest Group events.

- Ensuring there is visibility of IRM within the region/specialism through the activities of the Regional or Special Interest Group.
- Generating thought leadership or practical guidance in the form of, for example, articles in Enterprise Risk magazine, and/or writing or publishing documents for the wider community.
- Presenting an annual Forward Plan of activity to the IRM executive in January of every year.
- Providing the executive with a summary of each year's activities and achievements in November of every year.

### **February 2017- December 2018**

#### **Supervising Attorney – Students for Law and Social Justice (SLSJ)**

- Oversaw and mentored a group of 50 final-year LLB students, guiding them in the fulfilment of their community service commitments.
- Volunteered to offer pro-bono legal advice to the marginalized community of Khayelitsha, extending access to justice and addressing the legal needs of individuals facing socioeconomic challenges.
- Established and operated a weekly law clinic, serving as a vital resource for community members seeking legal guidance and support.
- Led door-to-door campaigns, effectively informing the community about their legal rights as enshrined in the Constitution and various legislation, empowering individuals with knowledge and fostering legal literacy.

### **REFERENCES**

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**References available upon request.**