

ADV. THATO MOEENG

M.B.L., LL.B., B.IURIS Degree (Cum Laude), EDP, AMIDP

EXECUTIVE PROFILE (SUMMARY)

I am a dedicated leader, analytical, hardworking, ethical practising Advocate, a Senior Executive and a qualified Mediator. I bring to the table an expansive career of over 22 years (15 years in the Public Sector, 10 of those as a Senior Manager plus 7 years in the Private sector). In addition, I have more than 12 years of Board, Audit and Risk Committee membership experience.

I am currently the Founder and Managing Director of Adv. Thato Moeeng Incorporated for more than 6 years and counting, a legal practice registered and in good standing with the Legal Practice Council for 5 years and counting. I am the former Director at the Public Service Commission (for 10 years), former Deputy Director, (for close to 3 years, former Assistant Director at SASSA, a former Investigator at the Public Protector South Africa, and a former Candidate Attorney. My Audit and Risk Committee memberships includes the Former Chairperson of the Audit and Risk Committee at the ELRC, the former member of the Risk Management Committee of the National Department of Agriculture, Land Reform and Rural Development and the former member of the Audit & Risk Committee of the Independent Police Investigate Directorate (IPID), the current members of the Audit & Risk Committee at the Financial Intelligence Centre Agency (FICA) and the Chairperson of the Audit and Performance Committee at the Moqhaka Local Municipality.

EMPLOYMENT HISTORY / WORK EXPERIENCE		
PERIOD	POSITION HELD	EMPLOYER
2019 to date	Managing Director	Adv. Thato Moeeng Incorporated (Own legal practice)
Nov2008 – Nov 2018	Director	Public Service Commission
Oct 2005 – Oct 2008	Deputy Director	Public Service Commission
Sep 2005 – Oct 2005	Assistant Director	South African Social Security Agency
Jan 2003 – Aug 2005	Investigator	Public Protector South Africa
Jan 2000 – Dec 2002	Candidate Attorney	McIntyre & van der Post Attorneys
BOARD / NON-EXECUTIVE MEMBERSHIP, AND AUDIT & RISK COMMITTEE EXPERIENCE		
Sep 2012 – Sep 2016	Chairperson of Audit & Risk Committee <i>(former)</i>	Education and Labour Relations Council (ELRC)
April 2020 – March 2025	Audit & Risk Committee member <i>(former)</i>	Wholesale & Retail SETA (WRSETA)
April 2020 – April 2026	Audit & Performance Committee member <i>(current)</i>	Ephraim Mogale Local Municipality
December 2024 to dare	Board Chairperson <i>(current)</i>	Limpopo-Olifants Catchment Management Agency
Oct 2020 – Sep 2025	Board Deputy Chairperson <i>(former)</i>	Further Education and Training Certificate College
July 2020 – July 2023	Risk Management Committee member <i>(former)</i>	National Department of Agriculture, Land Reform & Rural Development
April 2024 – April 2026	Audit and Risk Committee member <i>(current)</i>	Financial Intelligence Centre Agency
April 2021 – April 2024	Audit & Risk Committee member <i>(former)</i>	Independent Police Investigative Directorate
Feb 2025 – Feb 2028	Audit Committee Chairperson <i>(current)</i>	Moqhaka Local Municipality

Dec 2020 – Dec 2023	Board Chairperson (<i>former</i>)	Performing Arts Council of the Free State
Dec 20220 – Dec 2023	Board memeber (<i>former</i>)	Williams Humphrey Art Gallery

KEY CAREER HIGHLIGHTS

1. Performing Arts Council of the Free State (Governing Board)

- As the Board Chairperson of the organisation, in my first year as the Board Chairperson, I successfully led the organization in my oversight responsibilities towards a positive audit outcome (unqualified audit opinion) after the organization had obtained a negative audit outcome for 6 (six) consecutive years. The organization has since obtained a positive audit outcome to date.

2. Williams Humphrey Art Gallery Council (Governing Board)

- As a member of Council as well as a member of the Human Resource Management committee member (Council sub-Committee), I made significant inputs towards the approval of the 32 Human Resource Policies. These Policies were key to Executive Management's ability to manage Huma Resources and a significant decrease in grievance complaints by employee. a positive impact in the proper.

3. Public Service Commission

- Developed and drafted a Practice Manual as Process Map for conducting investigation and for the approval process of investigation reports. This Process Map re-designed the
- As the Chairperson of the organization's Employment Equity Forum, I fostered and managed a successful stakeholder relations between Labour and Employees.

4. Public Protector South Africa

- Managed the Outreach programmes which involved workshops and community awareness mechanisms. This led to an influx of new complaints lodged with the Office of the Public Protector and a culmination of increased capacity/ new Investigators being employed to attend to new complaints.

AREAS OF EXPERTISE (*summarized*)

- Strategy Development, implementation & evaluation
- Corporate Governance & Ethics (King IV)
- Audit management
- Risk management, Risk identification, Assessment & Mitigation
- Compliance, Monitoring, Reporting and Enforcement
- Public finance (PFMA, MFMA, National Treasury Regulations and Practice Notes, Financial management
- Leadership and Business management
- Monitoring and Evaluation
- Disciplinary cases | Conducting investigations of complaints and Labour Relations
- Litigation | Legal Drafting & Research | Legal & Regulatory Compliance | Legal drafting
- Communication skills | Report Writing skills |-Analytical skills | Conflict resolution
- Performance management | - People & Talent management | - Change management
- Stakeholder management and engagement

QUALIFICATIONS

- **Master of Business Leadership (MBL):** University of South Africa Graduate School of Business Leadership, 2017.
Dissertation: Evaluation of the strategy implementation processes and practices in a government Department. A case study of the Public Service Commission.
- **LLB Degree,** University of South Africa, 2004.
- **Bluris Degree (Cum Laude):** Vista University (Now called University of Johannesburg), 1999
- **Senior Certificate / Matric:** Lekhulong High School, 1995
- **Executive Development Programme,** Tshwane University of Technology, 2008
- **Advanced Management Development Programme;** University of Pretoria, 2006

PROFESSIONAL MEMBERSHIPS

- Institute of Independent Directors of South Africa (**IoDSA**), (membership no: 66876220
- Institute of Internal Auditors of South Africa (**IIASA**), (membership no: 77031698)
- Legal Practice Council (**LPC**), (PR. NO: 56106),

SKILLS DEVELOPMENT COURSES & TRAININGS

- **Commercial contracts drafting:** University of South Africa, 2021
- **Civil Mediation;** Law Society of South Africa, 2020
- **Pupillage Programme (Practical Vocational and Legal Training;** Gauteng Society of Advocates, 2019
- **King IV (Corporate Governance);** Institute of Directors Southern Africa, 2013
- **Prevention and Detection of Procurement and Contract Fraud;** University of Pretoria, 2012
- **Conducting Disciplinary hearings;** Public Service Commission, 2011
- **Conflict Management & Resolution;** Centre for Conflict Resolution, 2004
- **Project Management,** Public Protector South Africa, 2003

AWARDS/ACHIEVEMENTS

Awards/ Achievement Title	Year awarded
• Gold Medal Award for the Best Graduating Student (<i>Vista University</i>)	1999
• Miryam Babangida Award for the Best Female Graduating Student (<i>Vista University</i>)	1999
• Vice-Chancellor's Award for the Best Final Year Student (<i>Vista University</i>)	1998
• Best Woman Achiever, Vista University (<i>Bloemfontein Campus</i>)	1998 & 1997
• Best First Year Bluris Degree Student (<i>Vista University</i>)	1996
• Best Matric Scholar (<i>Lekhulong High School</i>)	1995

EMPLOYMENT HISTORY / WORK EXPERIENCE

Position held	Employer	Core Overview of Duties and Responsibilities	Period
<p>Founder & Managing Director</p>	<p>Adv. Thato Moeeng Incorporated. (Self-employed)</p>	<ul style="list-style-type: none"> • Founded and established a start-up legal practice company specializing in Civil litigation & Civil Court Procedure (High Court, Magistrates Court, Labour Court). Labour Law (CCMA, Disciplinary hearings, Labour Court), Commercial law (drafting of Commercial contracts and Commercial litigation), Municipal Law, Procurement Law, Family Law (Divorces, Marriage regime changes), Criminal Cases, Medical Negligence, Administrative Law, Immigration Law, and Road Accident Fund litigation. • Drafting of Pleadings, Legal opinions and Notices; Conducting legal research; Consultations. • Leads strategy formulation and business development including finance, daily operations marketing. • Develops and maintain stakeholder relationships of the company. 	<p>2019 to date</p>
<p>Director: Public Service Administration (former)</p>	<p>Public Service Commission</p>	<ul style="list-style-type: none"> • Providing strategic, leadership and overall management of the Directorate in order to deliver on the Office's Strategic Plan. • Managing the finance (budget and expenditure) as per the PFMA and National Treasury Regulations), including assets management and risk management. • Project management (Financial Misconduct Projects and Investigations). • Compliance, Monitoring and Enforcement. • Drafted Standard Operating Procedures and updated business processes. • Compliance, monitoring and enforcement. • Tender Adjudication Committee member. • Employer Representative at the GPSSBC. • Drafted reports with findings and recommendations. • Conducting audits, SCM / procurement irregularities and irregular appointment of staff investigations. • Risk management, risk assessment and mitigation <p>Reason for leaving: Establish own legal practice.</p>	<p>November 2008 – November 2018</p>

Deputy Director: Labour Relations, Disputes & Litigation <u>(former)</u>	Public Service Commission	<ul style="list-style-type: none"> • Managed civil litigation cases by and against the Public Service Commission. • Drafted Pleadings and consulted with the Office of the State Attorney and legal Counsel. • Conducted legal research and provided legal advice as well as draft legal opinions. • Reviewed draft Legislation / Acts / Policies and Regulations. • Investigated grievances and resolved labour disputes and monitored implementation of recommendations. • Analyzed cases, interpreted legislation and policies. • Drafted Service Level Agreements; (SLAs), Memorandum of Understanding (MOUs), Commercial Contracts and drafted reports. • Handling requests for access to information held by the Commission in terms of the Promotion of Access to Information Act, 2000. <p>Reason for leaving: Promotion.</p>	October 2005 – October 2008
Assistant Director: Provincial Investigator <u>(former)</u>	South African Social Security Agency (SASSA)	<ul style="list-style-type: none"> • Conducting fraud investigations relating to Social Assistance Applications. • Compliance and monitoring of legislation. • Monitoring corruption investigations (social assistance) at Provincial Departments. • Monitoring corruption and fraud investigations conducted by the Special Investigation Unit (SIU); • Gathering evidence and interviews witnesses; Conducted legal research; Drafted reports; Supervise staff. <p>Reason for leaving: Promotion.</p>	September 2005 – October 2005
Investigator <u>(former)</u>	Public Protector South Africa	<ul style="list-style-type: none"> • Conducting Investigations on any conduct in State affairs, or in the public administration in any sphere of government. • Consulting with complainants and interviewed witnesses and officials; Advised on appropriate remedies available. • Conducted legal research, gathered information and evidence, drafted reports, memoranda and correspondence. • Conducting mediations and negotiations during investigation. • Conducting Community Outreach Programmes, Workshops and. <p>Reason for leaving: Promotion.</p>	January 2003 – August 2005

<p><u>Candidate</u> <u>Attorney</u> <u>(former)</u></p>	<p>Mcintyre & Van Der Post Attorneys, Bloemfontein</p>	<ul style="list-style-type: none"> • Court appearance. • Handling civil litigation matters; Divorces, Family Violence, Child maintenance. • Drafting legal pleadings; Drafted Contracts and Wills. • Conducting legal research; Rendered legal advice. • Consulting with clients Advocates; prepared Advocate's briefs and updated Court files. • Drafting memoranda and correspondences. • Conducting mediations and negotiated settlement agreements. • Conducted inspections, gathered information and evidence; and Supervised staff. <p>Reason for leaving: End of contract term.</p>	<p>Jan 2000 – Dec 2002</p>
---	--	---	----------------------------

BOARD/ NON-EXECUTIVE MEMBERSHIP AND AUDIT & RISK COMMITTEE EXPERIENCE

Position held	Name of Employer	Core Overview of Duties & Responsibilities	Period
<p>Chairperson of Board <i>(current)</i></p>	<p>Limpopo-Olifants Catchment Management Agency (LOCMA) (Ministry of Water and Sanitation)</p>	<ul style="list-style-type: none"> • Establishing the institution's vision and mission • Carrying out fiduciary duties as the King Code on Corporate Governance in protecting the organisation's assets and Stakeholder's interests. • Reporting and accounting on the Board's activities and performance (financial and non-financial) to the Minister, the Auditor General, Parliament and all relevant Stakeholders. • Review quarterly performance reports and provide Annual Report. • Providing leadership and strategic direction to the institution in steering the institution towards a sustainable future by adopting sound, ethical and legal governance and financial management policies and ensuring adequate resource and assets management. • Carrying out the mandate of the Agency as per the Founding legislation and the PFMA. • Governing the institution and the relationship between the Board and the Executive and supervising the implementation of the signed MOUs by the Agency. 	<p>December 2024 – December 2027</p>

<p>Audit and Risk Committee member <i>(current)</i></p>	<p>Financial Intelligence Centre Agency (FICA) (Ministry of Finance)</p>	<ul style="list-style-type: none"> • Monitor the audit as per the Audit Committee Charter. • Oversee an annual risk assessment performed, which would encompass business, inherent, and control risks. • Review the effectiveness of the system for monitoring compliance with laws and regulations and management's investigation and follow-up (including disciplinary action) of any instances of non-compliance. • Review the effectiveness of the internal control and risk management to ensure compliance with laws, regulations, policies, plans, procedures, resolutions. • Review quarterly performance and financial reports and report to the Minister. • Provide guidance and advise. 	<p>April 2024 – April 2027</p>
<p>Deputy Chairperson of Board <i>(former)</i></p>	<p>Further Education and Training Certificate Council (FETC) (Ministry of Higher Education and Training)</p>	<ul style="list-style-type: none"> • Establishing the institution's vision and mission and reporting on the Council' activities to Stakeholders. • Providing strategic direction to the institution in steering the institution towards a sustainable future by adopting sound, ethical and legal governance and financial management policies as well as making sure that the institution has adequate resources to advance its mission. • Carrying out fiduciary duties in protecting the organisation's assets and Stakeholder's interests. • Governing the institution and the relationship with the Accounting Officer. <p>Reason for leaving: End of Contract</p>	<p>October 2020 – September 2025</p>
<p>Chairperson of Board <i>(former)</i></p>	<p>Performing Arts Centre of The Free State (PACOFS) (Ministry of Sport, Arts and Culture)</p>	<ul style="list-style-type: none"> • Chairing and facilitating Council meetings, as well as serve on Council Committees. • Providing strategic direction to the institution in steering the institution towards a sustainable future by adopting sound, ethical and legal governance and financial management policies as well as making sure that the institution has adequate resources to advance its mission. • Carrying out fiduciary duties in protecting the organisation's assets and Stakeholder's interests. • Establishing the institution's vision and mission. • Governing the institution and the relationship with the Chief Executive Officer. • Establishing a policy-based governance system. 	<p>December 2020 – December 2023</p>

		<ul style="list-style-type: none"> Reporting and accounting to the Stakeholders on the activities of the Council. <p><u>Board sub-Committee:</u></p> <ul style="list-style-type: none"> Human Resources and Remuneration Committee (REMCO) <p>Reason for leaving: End of contract</p>	
<p>Audit and Performance Committee member.</p> <p><i>(current)</i></p>	<p>Ephraim Mogale Local Municipality</p> <p>(Ministry of Corporative Governance and Traditional Affairs)</p>	<ul style="list-style-type: none"> Considering the effectiveness of the Department's systems of internal control and risk management with the primary objective of ensuring compliance with policies, plans, procedures, resolutions, regulations and laws. Reviewing the effectiveness of the system for monitoring compliance with laws and regulations and the results of management's investigation. Follow-up on disciplinary action of any instances of non-compliance. Reporting and accounting on the activities of the Risk Management Committee to the Board and submit the Committee's recommendations. Reporting and accounting on the activities of the Audit & Performance Committee to the Council of the Municipality and submit the Committee's recommendations. 	<p>September 2020 to September 2023, extended to October 2023 to October 2026.</p>
<p>Risk Management Committee member</p> <p><i>(former)</i></p>	<p>National Department of Agriculture, Land Reform & Rural Development.</p> <p>Ministry of Agriculture, Land Reforms & Rural Development)</p>	<ul style="list-style-type: none"> Overseeing an annual risk assessment performed, which would encompass business, inherent, and control risks. Reviewing the effectiveness of the system for monitoring compliance with laws and regulations and the results of management's investigation and follow-up (including disciplinary action) of any instances of non-compliance. Considering the effectiveness of the Department's system of internal control and risk management with the primary objective of ensuring compliance with laws, policies, procedures, resolutions, regulations. Reporting and accounting on the activities of the Risk Management Committee to the Board and the Executive Committee and submit the Committee's recommendations. Providing the Board at the Annual General Meeting with a review of the Risk Management Committee's work of the year, including an assessment of the Committee's performance and compliance with its terms of reference. Reason for leaving: End of contract 	<p>July 2020 – July 2023.</p>

<p>Audit and Risk Committee member. <i>(former)</i></p>	<p>Independent Police Investigative Directorate (IPID)</p>	<ul style="list-style-type: none"> • Providing oversight over governance, internal control, compliance with laws & regulations, monitoring the risk management. • Overseeing the functions of internal audit, the risk based internal audit plan, the Audit Committee charter, the capacity of the internal audit functions and the reports of internal audit. • Overseeing the accuracy, reliability and completeness of financial reporting as per GRAP. • Reviewing the effectiveness of the system for monitoring compliance with laws and regulations and the results of management's investigation and follow-up (including disciplinary action) of any instances of non-compliance. • Overseeing an annual risk assessment performed, which would encompass business, inherent, and control risks. • Reporting on the performance of the audit and risk committee to Accounting Authority. <p>Reason for leaving: End of Contract</p>	<p>April 2021 to March 2024 and extended to September 2024.</p>
<p>Chairperson of the Disciplinary Board on Financial Misconduct.</p>	<p>Ephraim Mogale Local Municipality</p>	<ul style="list-style-type: none"> • Investigate activities on financial misconduct as per the terms of reference. • Give evidence in the Disciplinary Tribunal during disciplinary hearings. • Provide a report with findings and recommendations on the investigated misconduct. • Conduct research and interviews during the investigation of the alleged misconduct. 	<p>September 2022 – September 2025</p>
<p>Audit & Risk Committee Member. <i>(former)</i></p>	<p>Wholesale & Retail SETA</p>	<ul style="list-style-type: none"> • Reporting and accounting on the activities of the Audit & Risk Committee to the Board and the Executive Committee of the W&RSETA and submit the Committee's recommendations. • Review the effectiveness of the system for monitoring compliance with laws and regulations and management's investigation and follow-up (including disciplinary action) of any instances of non-compliance. • Overseeing the accuracy, reliability and completeness of financial reporting as per GRAP. • Overseeing an annual risk assessment performed, which would encompass business, inherent, and control risks. • Considering the effectiveness of the W&RSeta's system of internal control and risk management with the primary objective of ensuring compliance with policies, plans, procedures, resolutions, regulations and laws. 	<p>April 2020 – March 2025.</p>

		<ul style="list-style-type: none"> • Providing the Board at the AGM with a review of the Audit & Risk Committee's work of the year, including an assessment of the Committee's performance and compliance with its terms of reference <p>Reason for leaving: End of Contract</p>	
Board member <i>(former)</i>	Williams Humphrey Art Gallery	<ul style="list-style-type: none"> • Carrying out fiduciary duties in the best interest of the organisation, protecting the organisation's assets and Stakeholder's interests. • Providing strategic direction to the institution in steering the institution towards a sustainable future by adopting sound, ethical and legal governance and financial management policies as well as making sure that the institution has adequate resources to advance its mission. • Reporting and accounting to the Stakeholders on the activities of the Council. <p>Board Committees:</p> <ul style="list-style-type: none"> - Human Resources Committee - Core Functions Committee <ul style="list-style-type: none"> • Reason for leaving: End of contract 	December 2020 to December 2023.
Chairperson of the Audit and Risk Committee <i>(former)</i>	Education & Labour Relations Council (ELRC)	<ul style="list-style-type: none"> • Chairing Audit Committee meetings (unqualified audit opinions for the 4 financial years). • Reporting and accounting on the activities of the Audit Committee to the Council and the Executive Committee of the ELRC and submit the Audit Committee recommendations. • Providing Council at the Annual General Meeting with a review of the Audit Committee's work of the year, including an assessment of the Audit Committee's performance and compliance with its terms of reference. • Oversee an annual risk assessment, and review the effectiveness of the system for monitoring compliance with laws and regulations and followup on non-compliance investigations. • Review the effectiveness of the ELRC's system of internal control and risk management to ensure compliance with laws, regulations, policies, plans, procedures, resolutions. <p>Reason for leaving: End of contract</p>	September 2012 – September 2016 <i>(Remunerative Work outside of the Public Service)</i>

PERSONAL DETAILS:

Nationality: South African
Residence: Centurion, Pretoria
Gender: Female (African)
Languages: English, Setswana, Sesotho, Sepedi, Xhosa, IsiZulu, Afrikaans
Driver's License: Code 08
Contacts: Cel il.com

REFERENCES

- **Associate Professor, Prof. Boitumelo Mmusinyane**

- **Adv Millicent Malebye**
Chief Director
Office of the Public Service Commission (Labour Relations Improvements)

- **Mr. Lordwick Malapela**
1st Secretary: Corporate Services