

ADVOCATE FLORENCE TLUPI MALEKA
Admitted Advocate of the High Court of South Africa | Legal • Board member • Compliance Management • Forensic Investigations

EXECUTIVE PROFILE

Admitted Advocate of the High Court of South Africa with over 20 years of experience across legal practice, regulatory compliance, enforcement, forensic investigations, governance and risk management. A board member and Risk and Audit member. Experienced in statutory interpretation, regulatory investigations, compliance monitoring, evidence management and advising executive and governance structures. Professional experience spans the Special Investigating Unit (SIU), Financial Sector Conduct Authority (FSCA), Financial Intelligence Centre (FIC), Social Housing Regulatory Authority (SHRA), SEDA, GEPF, healthcare and private legal practice. Brings strong capability in administrative law, regulatory enforcement, handling sensitive information, governance, ethics and evidence-based decision-making. Well positioned to contribute to the Information Regulator's mandate to protect personal information, promote access to information and strengthen compliance, accountability and public confidence.

KEY COMPETENCIES RELEVANT TO THE INFORMATION REGULATOR

- Protection of Personal Information & Information Governance
- Access to Information, Regulatory Compliance & Enforcement
- Legal Analysis, Statutory Interpretation & Administrative Law
- Regulatory Investigations, Evidence Management & Complaints Handling
- Compliance Monitoring, Inspections, Audits & Enforcement Actions
- Governance, Risk Management, Ethics & Accountability
- Policy, Framework & SOP Development
- Regulatory Reporting and Executive/Board Committee Advisory
- Fraud, Corruption & Misconduct Investigations
- Regulator, Law-Enforcement & Public-Sector Stakeholder Engagement
- Procedural Fairness, Independence & Evidence-Based Decision-Making
- Training, Capacity Building & Compliance Awareness

Personal Information:

Gender: Female

Academic qualifications: LLB law degree, B. Iuris Law Degree, Practice Management Training (PMT) Certificate, Pupillage (Legal Practice Training) , Effective Risk Management Certificate, Management Advancement Programme (MAP) , Compliance Risk Management Plans (CRMP), Update of Key Principles & Statutory interpretation Under a Supreme Constitution, Project Management, Business Writing , Anti Money Laundering Control (AML) , Basic Legislative Drafting , Introduction to Compliance Management , Project Management, Junior Management Development Programme , Coaching and mentoring , interviewing Skills, Practice Management Training (PMT).

PROFESSIONAL EXPERIENCE

Advocate | Private Practice | May 2020 – Present

- Provides legal and litigation services in civil, criminal, labour and commercial matters, including representation before courts, tribunals and disciplinary bodies.
- Advises clients and organisations on governance, compliance strategies and regulatory risk.
- Conducts forensic investigations into fraud, corruption and misconduct and prepares evidence-based reports.
- Drafts pleadings, contracts, legal opinions and complex legal instruments, applying statutory interpretation and procedural fairness.
- Provides training and guidance on compliance, governance and investigative matters.

Manager: Group Forensics | AfroCentric Group | Jun 2025 – Feb 2026

- Directed Group Forensics investigations across subsidiaries and provided strategic legal and forensic advice to executive leadership and board committees.
- Designed and implemented case-management frameworks and strengthened investigative processes and internal controls.
- Oversaw prosecution strategy, disciplinary-hearing training and litigation preparation.
- Handled sensitive investigative information and promoted evidence integrity, confidentiality and sound governance.

Principal Lawyer & Acting Head: Investigations | Special Investigating Unit (SIU) | Feb 2022 – May 2025

- Led national investigations into fraud, corruption and maladministration in public institutions and provided legal direction to investigation programmes.
- Ensured investigations were conducted within statutory mandates and applicable legal and procedural requirements.
- Drafted Presidential Reports and high-level submissions for executive oversight.
- Managed multidisciplinary forensic teams and integrated legal, investigative and technical expertise.
- Advised executive leadership on litigation risk, enforcement strategy and prosecution readiness; engaged regulators, law-enforcement agencies and government stakeholders.

Compliance & Monitoring Manager | Social Housing Regulatory Authority (SHRA) | Oct 2017 – Feb 2020

- Managed compliance with the Social Housing Act and applicable regulatory requirements.
- Oversaw inspections, investigated non-compliance complaints and implemented enforcement processes.
- Produced compliance analysis reports, circulars and compliance notices and reported to EXCO and Regulatory Committees.
- Developed monitoring frameworks to strengthen governance and regulatory compliance.

Compliance Manager | SEDA | Jul 2015 – Sep 2017

- Directed organisational compliance with legislation, policies and governance standards.
- Developed compliance frameworks, guidance documents and ethics training programmes.
- Reported compliance performance and risks to EXCO, MANCO and the Board.
- Investigated fraud and corruption cases and maintained an effective case-management system.

Senior Analyst | Financial Sector Conduct Authority (FSCA) | Aug 2012 – Jun 2015

- Enforced compliance with the FAIS Act and insurance legislation and led debarment and other enforcement processes.
- Coordinated with regulatory bodies and provided technical support for enforcement matters.
- Testified in court proceedings and prepared administrative-penalty documentation and enforcement reports.
- Produced committee submissions and compliance-monitoring outputs.

Assistant Compliance Officer | Financial Intelligence Centre (FIC) | 2010 – 2012

- Conducted inspections and audits of regulated institutions and prepared findings and enforcement recommendations.
- Provided guidance to regulated institutions on AML/FICA compliance.
- Liaised with law-enforcement agencies and financial institutions on compliance matters.
- Participated in reviewing and enhancing regulatory reporting documents and suspicious transaction reporting forms.

Senior Forensic Investigator | Government Employees Pension Fund (GEPF) | 2008 – 2010

- Designed and executed investigation plans for fraud and misconduct matters.
- Conducted fraud-prevention awareness and ethics training.
- Managed investigation audits, budgets and resources.
- Testified in disciplinary and criminal hearings, ensuring evidence integrity, and mentored investigative staff.

GOVERNANCE & LEADERSHIP

- Audit & Risk Committee Member – World Changers Mental Health Care Organisation (2026–Present)
- Board Member – World Changers Mental Health Care Organisation (2025–Present)
- Organisational Culture Change Champion – SIU (2024)
- Performance Agreement Task Team – SIU (2023)
- Technical Evaluation Committee – SHRA (2017)
- National Rental Housing Task Team – Department of Human Settlements (2018)
- Risk Champion – FSCA (2013–2014)

EDUCATION & PROFESSIONAL DEVELOPMENT

- LLB – University of Pretoria
- Management Advancement Programme – Wits University
- Certificate: Risk Management & Statutory Interpretation – University of Pretoria
- Update on Key Constitutional Principles and Statutory Interpretation under a Supreme Constitution – University of Pretoria
- Pupillage – Gauteng Society of Advocates
- Practice Management Training – Law Society of South Africa
- Compliance Risk Management Plans & AML Certifications – CISA, University of Johannesburg, FIC
- Legal Drafting – Justice College
- Capacity Building Programme on Corruption Investigation, Prevention and Education – Hong Kong International Academy Against Corruption

PROFESSIONAL AFFILIATIONS

- Legal Practice Council of South Africa (LPC)
- PABASA
- Centurion Society of Advocates

REFERENCES

- Advocate Celiwe Nkosi-Rahlagane – Board Member.
- Mr Stephens Seemane – Attorney.
- Mr Mandlenkosi Tlabano – Compliance Specialist.