

## **CURRICULUM VITAE – ADVOCATE NTHABISENG SEPANYA MOGALE**

### **CONTACT DETAILS**

Surname: Sepanya Mogale  
Name: Olave Nthabiseng  
Gender: Female  
Driver's License: Code 8

### **EDUCATIONAL BACKGROUND**

1. B.A Social Work, Wits University – 1986.
2. Postgraduate Higher Diploma in Advanced Social Work Practice – 1988.
3. Certificate in Trauma Counselling, International Rehabilitation Centre for Torture Victims (IRCT), Copenhagen, Denmark -1992.
4. Certificate in International Human Rights Law, Oxford University & University of George Washington - 1999.
5. Bachelor of Laws (LLB), Wits University – 2003
6. Master of Laws (LLM) – Constitutional Litigation & Human Rights, Wits University – 2005.
7. Admitted as Advocate in the High Court of South Africa (Witwatersrand Local Division) – 2006
8. Training on Legislature Drafting, University of Pretoria – 2007.
9. Practicing Advocate 2015 to 30 May 2023
10. Part-time Commissioner: Commission for Gender Equality – 01 Nov 2017 to 30 Oct 2022
11. Member of the SAC-IAWJ Law Journal Peer Review Committee – Chaired then by Justice Maya 2017 -2020
12. Corporate Governance Certificate, The Institute of Directors in South Africa – February 2020
13. Mediation & Alternative Dispute Resolution Training – ADR Network SA – August 2021
14. Member of the National Panel of Alternative Dispute Resolution Network – 2021 to date.
15. Certificate on Mediation of Complex Dialogues - March 2022
16. SAJEI Aspirant Regional Magistrate's Training Course, Bloemfontein, Free State province September – October 2022.
17. RAF and Medical Negligence Mediation Training, 2025.
18. Chairperson - Commission for Gender Equality – 01 March 2023 to date.
19. Adjudicator for Housing and Property disputes – Gauteng Department of Human Settlements -2021 to date
20. Current Studies: advanced Programme in Diplomacy Studies – Thabo Mbeki African School of Public International Affairs, University of South Africa (Unisa)

## **PROFESSIONAL EXPERIENCE**

### **1. Wits University – Project for the Study of Violence<sup>1</sup> – Founder and Coordinator of the Wits Trauma Clinic (Feb 1990 – Sept 1993)**

#### **Responsibilities and duties included:**

- Establishing a counselling service for victims of political violence, police torture and related Apartheid state abuses;
- Management of the clinic, including fundraising and communicating on a regular basis with active and potential funders;
- Employing and training professional and volunteers and other clinic staff;
- Conducting and managing the organisation’s public education and presentations on trauma, torture, political and state violence;
- Counselling of returning exiles and their families, victims of political violence and their families and former political prisoners and their families;
- Compiling and producing a trauma counselling manual and other related materials;
- Training of stakeholders involved in giving support eg. ANC Social Welfare dept, the SACC, Black Sash etc;
- Organising local, regional and national conferences on political violence, torture and trauma.<sup>2</sup>

### **2. Truth and Reconciliation Commission (TRC) – Coordination of the Reparations & Rehabilitation Committee ( May 1995 – Jan 1997)**

#### **Responsibilities and duties included:**

- Management and leading teams to set up systems for the TRC hearings in the provinces of Gauteng, Mpumalanga, North West and Limpopo;
- Management and leading teams to set up counselling, health and political support systems in all the provinces as part of the pre and post hearings process;
- Training volunteers and professionals who were providing these services;
- Working with communities, leaders and families to garner support for the TRC;
- Presentation on and education about the TRC to academic institutions, business, international visitors and stakeholders;
- Compiling all required reports for all management structures, the commissioners and international funders and stakeholders;
- Training of in-house debriefers, social workers and other support staff on trauma counseling and management;

---

<sup>1</sup> Now known as the Centre for the Study of Violence and Reconciliation (CSVr)

<sup>2</sup> Organised a national conference on: “Trauma and Political Violence in SA”. The conference was funded by the government of Denmark. 49 organisations were represented.

**3. People Opposing Women Abuse (POWA) Executive Director ( Jan 1997 – Dec 2000)**

**Responsibilities and duties included:**

- Leadership and strategic management of the organization;
- Fundraising and resource mobilization;
- Reporting to funders on allocated resources;
- Expanding POWA to be more accessible to women in Gauteng. This was done successfully by setting up branches in Soweto, Sebokeng and Katlehong. The old rented shelter was relocated to new bigger premises in Roodepoort. The organization mobilized resources to procure this property;
- Establishing and sustaining a positive professional image of the organization;
- Establish a positive relationship with the public and media by amongst other means writing informative articles and encouraging dialogue on violence against women;
- Creating a sustainable governance culture within and for the organization.

**4. Full-time & Part-time studies towards LLB and LLM degrees at Wits University, 2000 – 2005.**

**5. Department of Justice & Constitutional Development – Manager Court Services ( Mar 2003 – Aug 2009)**

**5.1. Sexual Offences and Community Affairs (SOCA) - NPA**

**Responsibilities and duties included:**

- Setting up sexual offences courts. One-Stop centres known as Thuthuzela Care Centres (TCC) were planned for and establishment initiated.

**5.2. Directorate: Anti-Racism and Anti-Xenophobia unit –Director, Head Office**

**Responsibilities and duties included:**

- Setting up structures in response to state responsibilities emanating from the World Conference Against Racism (WCAR);
- Setting up a secretariat, source funding and initiate government-led national campaigns to combat racism and xenophobia;
- Consolidating the efforts of civil society stakeholders and provide leadership in their participation on government programmes and campaigns;
- Dealt successfully with the 2008 Xenophobia attacks by mobilizing public and private resources to respond to the resultant challenges and educate communities in Gauteng and Western Cape;
- Represented government in a number of fora dealing with racism and xenophobia;
- Prepared reports and participated in the delegation that presented the country report on racism and xenophobia in SA to the United Nations in 2007.

### **5.3. Gauteng Provincial Legislature – Secretary of the Board of the Legislature**

- Taking care of all Secretariat duties and responsibilities of the Board of the Gauteng Legislature

### **6. Randfontein Local Municipality – Municipal Manager (01 August 2009 – 31 July 2012)**

#### **Responsibilities and duties included:**

- All the strategic executive and administrative functions in line with the portfolio of Municipal Manager as outlined in the MFMA and related legislation;
- Ensuring compliance with all requirements, policies and regulations relating to financial management and controls, land and asset management, infrastructure development and other such activities of the municipality;
- Convening of all meeting as per legislation and/or council, the executive mayor and mayoral committee;
- Provide all support to the council and executive mayor
- Ensuring service delivery on all key priorities of national, provincial and local government with a particular emphasis on outcome 9;
- Established a successful legal department within the municipality.<sup>3</sup>

### **7. Deputy Director General – Department of Social Development, Gauteng - 1 April 2013 to 31 March 2014**

- Responsible for all Social Welfare services in the Gauteng province
- Reporting to the Head of Department.

### **8. Practicing Advocate – January 2015 to May 2023**

- Admitted advocate of the High Court of South Africa on 30 August 2006 and was based at the Johannesburg Bar, Sandton, Oxford Chambers. On the 1<sup>st</sup> March 2021, I moved to Oxford Chamber.
- I continue to practice as an Advocate specializing in Criminal and Commercial Law crimes in particular. Based on my training I also do Labour Law, Constitutional Law, Property and Land ownership Disputes, Evictions, Civil and related Human Rights matters.
- I deal mainly with Commercial Crimes and related Corruption matters – providing opinions and defense counsel services.
- I have also worked extensively in giving Constitutional Law opinions to both public and private entities to ensure that the law is observed and/ or remedial processes are undertaken successfully to uphold the constitution.

### **9. Gauteng Department of Human Settlements - 01 October 2018 - 30 September 2019**

- Contract. Took formal Leave of Absence from the Bar during this period.

---

<sup>3</sup> During my tenure the municipality successfully resolved seven (7) long standing legal matters, saving over R100m in the process.

- Responsible for Service Delivery challenges and Investigation of all problems related to beneficiation of housing opportunities in Gauteng.

#### **10. Part-time Commissioner – Commission for Gender Equality**

- Appointed on 1 November 2017 for a five (5) year period ending on 30 October 2022.

#### **11. Chairperson – Commission for Gender Equality (CGE)**

- Appointed on 01 March 2023 for a five (5) year period ending on 28 February 2028.
- Providing a Governance and Leadership for the institution.
- Being the Executive Authority of the institution.

### **SUMMARY OF PROFESSIONAL SKILLS AND EXPERTISE ACQUIRED**

- ❖ Organizational Development, Management and Leadership
- ❖ Change and Strategic Planning and Management
- ❖ Fundraising, Resource mobilization and management
- ❖ Networking and community mobilization and advocacy on human rights issues
- ❖ Community-based, national and international campaigning
- ❖ Writing and presentation skills<sup>4</sup>
- ❖ Development of Skills training models and implementation thereof
- ❖ Legislative drafting
- ❖ Constitutional litigation and interpretation
- ❖ Organising official national, local and specialized events<sup>5</sup>
- ❖ Comprehensive High Court litigation and legal representation skills

### **CAREER HIGHLIGHTS AND ACHIEVEMENTS**

- ❖ Leadership and organizing roles in several structures of the progress movement including FETRAW, Detainees Parents Support Committee, Concerned Social Workers, Release Mandela Campaign (RMC), AZASO (now SASCO), UDF, Black Students Society (BSS).
- ❖ Founded and established the Wits Trauma Clinic, a counselling service for victims of political violence, police torture and related Apartheid state abuses and the psychological support for returning exiles. Today the clinic is an internationally recognized centre of CSV.

---

<sup>4</sup> Contributed to several publications, including two books and a Human Right academic journal.

<sup>5</sup> The highlights include organizing Celebration of Ten Years of the TRC in 2008 and Opening of the Freedom Park. These were done jointly with the Presidency.

- ❖ Part of the teams that worked with communities, leaders and families to garner support for the TRC in order to establish and manage TRC hearings in the provinces of Gauteng, Mpumalanga, North West and Limpopo;
- ❖ Repositioned and expanded POWA to be more accessible to women in Gauteng. This was done successfully. At the end of my tenure POWA had branches in in Soweto, Sebokeng and Katlehong and a new bigger shelter in Roodepoort. The organization was also mainstreamed to collaborate and cooperate with other progressive structures such Commission on Gender Equality, the Human Rights Commission, Office of Status of Women in the Presidency. WAWA, PAHA, NiiSA amongst others.
- ❖ Founder and former board member of Physician for Human Rights Foundation, 1993 – 2003.
- ❖ Member of the Gauteng Premier’s Aid Advisory Council, 1999 – 2001.
- ❖ Awarded a Fellowship by the African American Institute/Ford Foundation, 2005.
- ❖ Set up the Soweto one-stop Thuthuzela Care Centres (TCC). This was one of 37 centres established by the DOJ & CD in order to effectively respond to the scourge of sexual violence plaguing our country.
- ❖ The Randfontein Local Municipality was identified as a municipality with the most satisfied and most positive residents in relation to improvements and the future broadly at the time. Research by Global City Region Academy.
- ❖ During my tenure at the Randfontein Local Municipality, the institution successfully resolved seven (7) long standing legal matters, thus saving over R100m in the process. Some of the disputes resolved include unlocking land parcels that will enable the town and province to provide much needed human settlement.
- ❖ A past member of the SAC-IAWJ Law Journal Peer Review Team whose role is to review the writing of women judges and others in Law journals in their academic and related endeavors. August 2020 to date.

### **REFEREES**

1. Dr Nthabiseng Moleko – Former Deputy Chairperson - Commission for Gender Equality  
Contact details: 073 874 1384 or 072 786 2308s
2. Dr Sydney Mafumadi – Mentor and fellow activist  
Contact details: 082 079 9555
3. Prof Somadoda Fikeni – Member of the Forum for Institutions Supporting Democracy (FISD)  
Contact details – 082 202 1096