

GRANT R. SON

(DOCTORAL RESEARCH AND MPhil, UNIVERSITY OF STELLENBOSCH)

SUMMARY OF PROFILE

A highly accomplished and results-oriented senior executive, entrepreneur, and consultant with over 15 years of experience in strategic leadership, business development, and organizational transformation. Proven ability to build and motivate high-performing teams, drive revenue growth, and deliver sustainable results across diverse industries. Expertise in strategic planning, project management, risk management, and cross-cultural collaboration. A visionary leader with a track record of successfully navigating complex business challenges and fostering innovation. Winner of the Wits Business School and Sunday Times Newspaper's 2007 Business Plan Competition.

CORE COMPETENCIES

- Strategic Planning & Execution
- Business Development & Growth
- Organizational Transformation
- Leadership & Team Building
- Risk Management & Compliance
- Project Management
- Financial Management
- Stakeholder Engagement
- Cross-Cultural Collaboration
- Business Optimization
- Change Management

PROFESSIONAL EXPERIENCE

- **Non-Executive Director** | Various Public and Private Sector Boards | 09/2021 – Present
 - Provide independent oversight and strategic guidance on governance, risk management, and performance.
 - Challenge management on strategy implementation and ensure alignment with best practices.
 - Oversee performance, sustainability, resource allocation, transformation, diversity, and ethical conduct.
- **Independent Consultant** | Various Public and Private Sector Organizations | 09/2021 – Present
 - Provide expert consulting services in business strategy, business planning, and business optimization.
 - Assist organizations in resolving complex challenges and improving revenue generation.
 - Deliver tailored solutions based on in-depth industry knowledge and best practice benchmarking.
- **Business Consultant** | Chinese National Nuclear Corporation (CNNC) | 08/2022 – Present
 - Identify and evaluate business opportunities in South Africa, SADC, and across Africa.
 - Conduct market analysis, assess regulatory frameworks, and identify growth prospects.
 - Engage with government bodies, industry leaders, and local communities to foster partnerships.
 - Oversee project execution, from feasibility studies to implementation, ensuring alignment with organizational goals.
 - Develop market entry strategies, considering cultural nuances and legal requirements.
 - Implement risk assessment and mitigation strategies to enhance project success.
- **Chief Executive Officer (CEO)** | Batho Phahameng Engineering and Consulting | 05/2011 – 08/2021
 - Provided strategic leadership and successfully grew and stabilized the company.

- Raised debt and equity capital, secured new clients, and negotiated key contracts.
- Reorganized operations, reduced expenses, and improved efficiency.
- Implemented marketing strategies, rebuilt brand reputation, and developed strategic alliances.
- Led the company's first acquisition and successfully managed major contracts, including projects for the National Prosecuting Authority, Eskom, Transnet, and Anglo-American Kumba and Assmang (Assore).
 - **Founder and Chairman** | I Am Black Gold | 04/2014 – 02/2024
 - Established a private investment firm focused on early-stage mining, engineering, and technology companies.
 - Developed a mining, engineering, and technology business incubator and venture capital enterprise.
 - Managed investment portfolios within Allen Gray, Coronation, Bidvest, Investec, Prudential, Old Mutual, and Liberty Life.
 - **Managing Director, Bosnet (Broadband)** | Botswana Telecommunications Corporation | 01/2009 – 04/2011
 - Led the broadband division of a Botswana State-Owned Enterprise.
 - Oversaw the relocation and integration of the division with the main head office.
 - Realigned the management team and played a key role in the semi-privatization of the enterprise through a successful Public Private Partnership.
 - **Deputy General Manager - Sales and Distribution** | Coca-Cola SABCO | 01/2005 – 12/2008
 - Contributed to the growth of revenue in the South African Limpopo region.
 - Focused on developing black executives within the business.
 - **General Manager Sales & Marketing** | Metrix Mining Consulting Engineers | 01/2003 – 12/2004
 - Contributed to the significant revenue growth of the international mining consulting services firm.
 - Redefined the company's business model, initiated marketing campaigns, and repositioned the company.
 - Expanded the company's reach into Africa and North America.
 - **Strategic Business Consultant** | UUNET SA/VERIZON BUSINESS/MTN SP | 1999 – 2002
 - Provided interim executive support, corporate strategic guidance, and mentoring.
 - Focused on corporate and product strategies, operations re-organization, business development, sales and marketing management, and international expansion.
 - Consulted with the CEO of UUNET SA's Data Center Systems Division, overseeing sales and marketing for their entry into the data center market.

EDUCATION *

- **Ph.D. Candidate** | Vaal University of Technology (VUT) | 2023 – Present
- Thesis: Line Managers' Perspectives of Health and Safety Coaching in a Gauteng-based Gold Mine: A Framework for Safety Performance
- **LLM Candidate** | University of KwaZulu-Natal (UKZN) | 2024 (Expected)
- Research Proposal: South Africa's Green Hydrogen Journey: Legal Landscape and Roadmap
- **Ph.D.** | Selinus University | 2023
- Thesis: Water Management in Norway
- **MPhil** | Stellenbosch University | 2017
- Thesis: Risk Management at Eskom Generation
- **MBA** | IIBMS | 2016

- **Mining Engineering Studies** | University of Newcastle, Australia | 2014
- **Project Management Studies** | Polytechnic West | 2014
- **Doctoral Research** | Stellenbosch University | 2018
- Published articles on risk management at Eskom Generation in South Africa
- **Pre LLM** | Hibernia College, Ireland | 2011
- **Paralegal Studies** | University of Cape Town (UCT) | 2011
- **Environmental Management Studies** | Center for Environmental Management, North West University | 2005

OTHER HIGHLIGHTS

- Co-founded first company in 2007.
- Former Thebe Investment Trustee of their energy assets in South Africa (2022 to 2025)
- Former Board Member of Botswana Telecommunications Corporations (2009-2011)
- Joburg Market Board in the City of Johannesburg Municipality (2023-Present)
- Association with the Black Business Council (2010-Present)
- Member of the Legal Council Practice Appeal Board (2022-Present)
- Member of the Black Management Forum (2003-Present)
- Member of the Department of Higher Education Council (2022-Present)
- Former Council Member of Cape Peninsula University of Technology (2017-2021)
- Former Committee Chairperson of the Physical Planning Committee (CPU) (2017-2021)
- Former Board Member of Gauteng Department of Health (CMJAH) (2018-2023)
- Former Board Member of Gauteng Department of Agriculture, Environment and Rural Development (2019-2022)
- Wits Business School and Sunday Times Business Plan Winner 2007
- Author of three published journals.
- Member of the South African Revenue of Services Tax Court (SARS Tax Court) (2023-Present)
- Former Member of the International Airspace Services Council (Department of Transport) (2022-2025)
- Former Technical Advisory Panel Member at Gauteng Department of Economic Development (2021-2024)
- Former SAWS (South African Weather Services) Board Member (2022-2025)
- Former Lesotho Highlands Development Board Committee Member (2020-2023)
- Critical Infrastructure Council Member (Ministry of Police, Parliament) (2021-Present)
- Health and Welfare Sector Training Authority (2025 – Present)
- Transport Economic Regulator (2025 – Present)
- Chairperson Audit and Risk (Department of Sports Arts and Culture) (2026 – Present)
- NMBSTC Advisory Committee (2026- Present)

REFERENCES

Parks Tau
 Dada Morero
 Blake Mosley-Lefatola
 Frederick Rodo
 Nketu Mokutu
 Isaac Mokoena