

CURRICULUM VITAE

OF

PAUL MAVI MASEKO

MARCH 2026

1. PERSONAL DETAILS

SURNAME : MASEKO
 FIRST NAMES : PAUL MAVI
 IDENTITY NUMBER :
 DATE OF BIRTH :
 SEX : MALE
 MARITAL STATUS : MARRIED
 DRIVER'S LICENCE : CODE 08
 LANGUAGE PROFICIENCY : ENGLISH, SOTHO, SISWATI, ZULU AND AFRIKAANS
 RESIDENTIAL ADDRESS :
 NATIONALITY : SOUTH AFRICAN

2. ACADEMIC BACKGROUND

2004 – Not Completed : DOCTOR OF ADMINISTRATION (DDA)
 INSTITUTION : UNIVERSITY OF PRETORIA
 THESIS : DEVELOPMENT OF METROPOLITAN CITIES IN S.A.
 (Not Completed)

1995-1996 : EXECUTIVE MASTERS IN BUSINESS ADMINISTRATION
 (EXEC MBA)
 INSTITUTION : DE MONTFORT UNIVERSITY (UK)
 DESERTATION : THE IMPACT OF EMPLOYEE EMPOWERMENT THROUGH
 PARTICIPATION ON ORGANISATIONAL GROWTH

1992 – 1995 : CHARTERED INSTITUTE OF SECRETARIES (CIS)
 INSTITUTION : WITS UNIVERSITY

1971 – 1972 : MATRICULATION
 INSTITUTE : TLAKULA HIGH SCHOOL

3. EMPLOYMENT HISTORY

3.1 Limpopo Province (COGSTA) October 2024-March 2025

3.1.1 ASSIGNMENT: ADMINISTRATOR

ACHIEVEMENTS

Successful Administration of Section 139 (C) (1) in **Thabazimbi local Municipality**

3.2 Mangaung Metropolitan Municipality

ASSIGNMENT: National Cabinet Representative (NCR)**3.2.1 ACHIEVEMENTS**

- Manage to resolve tension between the labour Unions and Managements.
- Reduced tension between the NCR team and the National Intervention team.
- Set up a Revenue Enforcement team (Collected 60 Million Rands within 14 days)
- Manage to improve Service Delivery backlog.

3.3 SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA) ASSIGNMENTS**3.3.1 : Mangaung**

- Generic Councillor Induction Programme from December 2019 to March 2022, Mr Maseko was assigned by the National Office of SALGA to induct Municipal Councillors, all over the country.
- The following are the names of Municipalities and the number of councillors trained:

MUNICIPALITY	PROVINCE	NUMBER OF COUNCILLORS
Maquissi Hills	North-West	34
Madibeng	North-West	40
Mangaung Metro	Free State	60
Maluti a Phufung	Free State	20
City of Joburg	Gauteng	60
Msunduzi	KwaZulu Natal	40
Ugu District	KwaZulu Natal	50
Inkandla and Mfolozi	KwaZulu Natal	50
TOTAL NUMBER		356 COUNCILLORS

3.3.3 March 2022 – Salga Senior Management Induction Programme Facilitation on Adhock Basis:

3.4 ASSIGNMENTS AS ADMINISTRATOR TO DIFFERENT MUNICIPALITIES

3.4.1 July 2020 –December 2020 Was Deployed to Madibeng NorthWest Prov:

ASSIGNMENT: Facilitator—Section 139(B) Administrator at Naledi Local Municipality.

Achievements

- Managed to resolve a 5-week strike that had already costed the Council R 5,400,000.(Five Million four hundred thousand)
- Reduced stand-off between Councillors and Labour Movement.
- Municipal Premises were a no go zone for Councillor Council meetings were conducted outside Council Offices. We solved that impasse
- Dealt effectively with supply chain irregularities.

3.4.2 September 2018- June 2019: Was Deployed At Northwest Province:

- **Position: Facilitator** –Section 139(B) Administrator at Ramotshere Moiloa Local Municipality.

Achievements

- Managed to fill up all vacant senior Managers posts
- Reduced protests from the Community.
- Reduced Political tensions amongst councillors
- Improved Officials work Ethics

3.4.3 May 2017 - October 2017: Was Deployed At Kwazulu Natal Province:

Position: Facilitator

- As Section 139 (B) Administration at Mkhanyakude District Municipality in KZN.

Achievements

- Within (6) six months all vacant senior positions were filled.
 - Stabilised and improved the Management of Council as a whole.
 - Reduced infighting and tensions in the Municipality
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- Improved relations between Municipal stakeholders and council

3.4.4 2015-2017 Was Deployed At Eastern Cape Province:

Position: Section 154 Support Nelson Mandela Bay

- As Section 154 support, assisting the New Mayor Councillor Danny Jordan with Administration matters.

Achievements

- Stabilised the Administration mostly in the supply chain Management Division.
- Suspended and dismissed corrupt officials
- Improved service delivery
- Enhanced revenue collection

3.4.5 2013-2015 – Was Deployed At Northwest Province

Position: Facilitator of back to basic model

- As Section 154 support team introducing Back to Basics concept to all 23 Municipalities in the Northwest Province under the Leadership of Minister Pravin Gordhan.

Achievements

- Improved Administration practices
- Assisted Political employees with the understanding of their oversight duties
- Improved revenue collection

3.4.6 2013 –To date: Salga National Office.

- I am one of the National Facilitators on the Senior Managers Induction Programme (SMIP) on Local Government Finance and Governance matters

3.5 PREVIOUS GORNMENT PERMANENT POSITIONS

3.5.1 2009-2012: DEPARTMENT OF INFRASTRUSTURE DEVELOPMENT

POSITION: Deputy Director General (DDG)

Until 31 March 2012 I was the Deputy Director General of the Department of Infrastructure Development (DID) in Gauteng, Responsible for Corporate Services. I was instrumental in the process of splitting the erstwhile department of Transport, Roads and Public Works to two independent departments namely: Department of Transport and Roads and Department of Infrastructure Development.

As the new Corporate Services Head, I was responsible for coordinating the setting up of directorates in the new department, drafting of the Strategic Plan, Structure, Annual Performance Plan, Operational Plans and development of policies for all the directorates.

3.5.2 2007- 2009: DEPARTMENT OF TRANSPORT AND INFRASTRUCTURE

POSITION: Chief Executive Officer (CEO)

I was deployed to head a government conference centre which was an Entity falling within the ambit of Transport Roads and Public Works department until it was disestablished by the Provincial government in September 2009.

3.5.3 2006- 2007: GOVERNMENT MOTOR TRANSPORT (G-FLEET)

POSITION: Chief Executive Officer (CEO)

In 2006 I was deployed to the Gauteng Province Heading the Government Motor Transport, commonly known as Government Garage as a CEO, a position I held until I was re-deployed as a CEO of Emoyeni Conference Centre.

3.5.4 2000-2006: EKURHULENI METROPOLITAN MUNICIPALITY

POSITION: City Manager

From 2000 to 2006 I was the City Manager of Ekurhuleni Metropolitan Municipality where I was charged with the mammoth task of amalgamating Eleven (11) former East Rand independent municipalities into one city.

Ekurhuleni was chosen as the 1st runners up in the Minister of Local Government Vuna Awards of 2003. Simply putting Ekurhuleni as the best well managed Metropolitan in the Country. I managed R5 (FIVE) Billion a year, with the staff complement of 25 000 employees. I completed his 5 year contract with high praises from all and sundry.

3.4.5 2000-2006: INDEPENDENT ELECTORAL COMMISSION

POSITION: Municipality election officer (MEO)

During my tenure as the City Manager I was also appointed by the Independent Electoral Commission (IEC) as a Municipal Electoral Officer (MEO) for the City for Ekurhuleni. Responsible for Managing Electoral processes During National, Provincial, Municipality and byelection's for five years.

3.6 PRIVATE SECTOR POSITIONS

3.6.1 RESOURCES FOCUS (PTY) LTD

He is currently a Director of Resources Focus (Pty) Limited – an organizational development consultancy firm that specializes in strategic restructuring and transforming private companies and government institutions. When I gets full time employment I suspends my activities in this company.

3.6.2 TREE TOPS CONSULTING POSITION

POSITION: Partner

He was a partner at Tree Tops Consulting. He specialized in Change Management Programmes project management and overall organizational development facilitation for Government and private companies

3.7 INDEPENDENT ELECTION COMMISSION (IEC) 1993-1994

POSITION: EASTRAND ELECTION OFFICER

- In 1993, I was appointed by (IEC) as the Director of the Violent Volatile EastRand Region.
- Was responsible for setting up the liaison IEC structures that dealt with calming hostility between Inkatha Freedom Party and the African National Congress.
- Was also responsible for overseeing the setting-up of physical voting machinery in the whole of the EastRand.
- The Employment of IEC staff throughout the region fell within his ambit.

3.8 1994-1995: INSTITUTE OF DEMOCRATIC ALTERNATIVE OF SOUTH AFRICA (IDASA)

POSITION: National Provincial Director

I was the Natal Provincial director of IDASA, managing programmes that were fostering democratic practices amongst different political NGO's and private organizations, in the whole of Natal Province.

4. ACADEMIC ACTIVITIES

He is currently busy with my PhD programme with Pretoria University focusing on *financial viability of Local Government in South Africa.*

5. CONSULTING WORK AND MEMBERSHIP OF BOARDS

Consulting with a wide range of organisations from local government to private international and local Organizations.

6. INTERNATIONAL, NATIONAL AND LOCAL PUBLICATIONS AND RESERCH

Have written and published many articles and reports on a wide range of topics.

7. ONGOING RESEARCH AND CONSULTING WORK

Researching on the viability of local government in South Africa, transformation and restructuring of municipalities, leadership and alignment of organizational strategies.

8. CONFERENCES

Got invited to present papers in many conferences abroad including the USA, UK and Greece. In addition attended and presented papers at a number of conferences

in Southern Africa and South Africa. I am also a celebrated facilitator of any Conference irrespective of the number of delegates.

9. REFERENCES

9.1 **Mr Kgomotso Malatjie** - Director of Legal Services (Limpopo) COGSTA

Contact No:

9.2 **Mr. Johan Leibrandt** – Municipal Manager

Drakenstein Municipality

Contact No:

9.3 **Mr Themba Fosi** Former DDG Cogta National

Contact No:
