

# CV OF THAPELO JOSHUA NAMBO

## 1. PROFESSIONAL PROFILE

Governance and compliance professional with more than ten years of experience in public sector governance, labour relations, regulatory compliance, and institutional oversight. My work has been grounded in promoting accountability, fairness, and adherence to constitutional values within organisational and community structures. I possess practical experience in governance oversight, stakeholder engagement, compliance systems, and rights-based institutional management. My involvement in organised labour structures and community governance has strengthened my commitment to human dignity, equality, and administrative justice, principles central to the mandate of the South African Human Rights Commission. I bring a strong understanding of governance systems, regulatory frameworks, labour rights, and institutional accountability within the South African public sector environment.

## 2. KEY EXPERTISE

Governance and Institutional Oversight • Public Sector Compliance and Regulatory Frameworks • Constitutional and Administrative Law Awareness • Labour Relations and Workers' Rights Advocacy • Risk and Governance Systems • Public Accountability and Ethics • Stakeholder Engagement • Policy Interpretation and Regulatory Compliance • Organisational Governance and Leadership

## 3. COMMITMENT TO HUMAN RIGHTS

My professional and community leadership experience reflects a consistent commitment to the protection and promotion of human rights through: Advocacy for fair labour practices and workers' rights • Promoting accountability and transparency in governance structures • Supporting equitable access to education governance • Promoting compliance with constitutional and regulatory frameworks.

My work reflects the values enshrined in the Constitution of the Republic of South Africa, including human dignity, equality, and freedom.

## 4. PROFESSIONAL EXPERIENCE

**Governance and Compliance Professional**

**Indigent Field Worker**

**City of Tshwane Metropolitan Municipality – Community & Social Development 2022 – Present**

- Apply legislation, municipal by-laws, and policy frameworks in assessing indigent applications
- Conduct investigations, verify documentation, and prepare administrative reports
- Ensure procedural fairness and compliance with administrative justice principles

## CV OF THAPELO JOSHUA NAMBO

### **Administrative Officer**

#### **Private Office of the Executive Mayor – City of Tshwane 2011 – 2022**

- Provided administrative, logistical, and procurement support in an executive government environment
- Drafted memoranda, submissions, reports, and correspondence
- Coordinated meetings, council processes, and stakeholder engagements
- Exposure to governance, constitutional administration, and regulatory compliance

### **5. LABOUR REPRESENTATION EXPERIENCE**

#### **Shop Steward (2018 to Current Date)**

South African Municipal Workers' Union (SAMWU)

Responsibilities include:

- Representing employees in labour relations matters and grievance procedures • Advocating for fair labour practices and workplace rights
- Supporting dispute resolution and labour engagement processes
  - Facilitating communication between employees and management
  - Promoting compliance with labour legislation and workplace policies

This role strengthened my understanding of labour rights, administrative fairness, and dispute resolution mechanisms.

### **6. GOVERNANCE LEADERSHIP**

**Council Member**, Health Professions Council of South Africa (HPCSA) (2020-Current Date) Chairperson: Finance and Investment Committee

**Non-Executive Director**, Dr George Mukhari Academic Hospital (2019-2025)

- Member: Audit & Risk Committee
- Chairperson: Finance Committee

**Board Chairperson**, Kokotwana Fresh Produce (2011-2022)

**Local Organising Committee Member**, African Medical Council of Africa (2022)

**SGB Treasurer**, Thorntree Primary School (2018–2019)

**SGB Chairperson**, Laerskool Akasia (2024- Current Date)

# CV OF THAPELO JOSHUA NAMBO

## 7. EDUCATION

### ACADEMIC QUALIFICATIONS

#### **Bachelor of Laws (LLB)**

University of South Africa (UNISA) *Final Year*

#### **Master of Commerce (MCom) – Business Management (*Incomplete*) University of South Africa 2020-2021**

- Research proposal approved
- Dissertation topic: *The role of Development Finance Institutions towards hi-tech SMEs in South Africa*
- Strong grounding in research methodology, governance, and policy analysis

#### **Bachelor of Commerce (Honours) – Business Management**

University of South Africa | 2018 – 2019

#### **Bachelor of Business Administration**

University of South Africa | 2015 – 2018

#### **National Technical Certificate (N5) – Electrical Engineering (Heavy Current)**

Tshwane North College for FET | 2006 – 2007

#### **National Senior Certificate (Grade 12)**

I.R. Lesolang High School | 2005

## 8. PROFESSIONAL DEVELOPMENT

Training and professional exposure in areas including:

- Governance and compliance systems • Public sector administration • Labour relations and dispute resolution • Organisational governance frameworks

## 9. PROFESSIONAL VALUES

My professional approach is guided by the following principles:

- Integrity and accountability • Respect for constitutional governance • Commitment to fairness and equality • Ethical leadership in public service • Protection of rights and dignity

## 10. REFERENCES

Available upon request.