

# CLARAH PHUMELELE NZIMANDE

## CURRICULUM VITAE

### CONTACT

### PERSONAL DETAILS

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Date of Birth: 9 January 1958

Citizenship: South African

Marital Status: Married

Maiden Name: Ntombela

Languages: Zulu, English

### EDUCATION

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1975: Matriculation – KwaDlangezwa High School

1977: Professional Nurse and Midwife, McCord College of Nursing

1995: Bachelor of Social Science (Economic History: Political Science) – University of Natal (Now University of KwaZulu Natal)

1996: Bachelor of Social Science Honours (Political Science) – University of Natal

### EXECUTIVE SUMMARY

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Educated up to post graduate level in Political Science, including professional qualification as a nurse and midwife, Mrs. Phumelele Nzimande has extensive multi-dimensional experience in:

- Strategic planning
- Policy development
- Research
- Writing Project Management
- Corporate Governance
- Human Capital Management
- Intergovernmental and International relations
- Gender issues
- Broadcasting, media matters and communication
- Mentoring
- Public participation
- Senior professional nursing and training
- Non-governmental and community-based work
- Commercial Mediation

### WORK EXPERIENCE

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**1979 – 1985: Professional Nurse and Tutor, Piet Retief and McCord Hospitals**

**1987 – 1991: Researcher and Writer – Speak Women's Magazine**

**1991 – 1999: Director – Student Employment Project, University of Natal**

- Established University-wide Internship Programme to find suitable mentors on and off campus for students to gain both academic and community work experience
- Mainstreamed experiential training as part of degree programme for political science undergraduate students in the Pietermaritzburg Campus
- Reporting to the Deputy Vice Chancellor and Campus Principal on programmatic issues relating to academic development programmes
- Liaising with NGOs, the business sector, provincial and local government structures to support university programmes
- Tutor for the Political Studies 331 course

**1997 – 2000: Commissioner, Commission on Gender Equality**

- Appointed as Commissioner by President Mandela
- Established the first Commission on Gender Equality
- Appointed Deputy Chair in 1998
- Appointed Acting Chair in 1999
- Established provincial supervision and co-ordination of the work of 12 Commissioners and 30 staff
- Liaised with Portfolio committees in the National Assembly and Provincial Legislators
- Liaised with all Government Departments on matters of common interest
- Facilitated partnerships with NGOs on gender issues
- Supervised and made submissions to Parliament on legislation
- Ensured production of report on the work of the Commission to the President of South Africa
- Supervised the investigation of complaints lodged with the commission

#### **2000 – 2005: Deputy Director-General, Department of Communications**

- Oversaw regulatory and legislative development for Postal Sector
- Oversaw projects to reposition Post Bank for social service delivery including payment of Social Grants
- Acted as Director-General in 2004
- Oversaw strategic planning, policy formulation and programme implementation
- Led strategic planning, policy co-ordination, inter-governmental relations and international relations
- Ensured that departmental programmes were coordinated and integrated into national, provincial and local governmental programmes
- Acted as interface between the department and all three spheres of government
- Represented Director-General in the Forum of Director-Generals
- Ensured that State Owned Enterprises in the ICT sector understand their responsibilities in relation to the national objectives of government and integrated them in their business plans
- Managed relations with stakeholders, including keeping them abreast of policy developments
- Represented the department in NEDLAC processes responsible for drawing the ICT Sector Summit agreement
- Represented South Africa on ICT related matters in the United Nations bodies like the International Telecoms Union and the Universal Postal Union
- Oversaw the restructuring of the Post Office into a public service-oriented entity

#### **2005 – 2007: Group Executive: Public, International Regulatory Affairs, South Africa Broadcasting Corporation**

- Developed Strategy to manage all SABC stakeholders, including Parliament and ICASA
- Represented the interests of the SABC in regional, continental and global broadcasting bodies
- Represented the SABC in all National Broadcasting Bodies such as the National Association of Broadcasters

#### **2007 – 2011: Chief People Officer, South African Broadcasting Corporation**

- Responsible for Strategic oversight of Corporate Affairs and Human Capital Services Divisions of the organization, including International Affairs, Corporate Communications and Public Affairs
- Responsible for all policy and regulatory inputs from SABC to Government and ICASA
- Strategic positioning of SABC in all international fora and facilitating the signing of Memoranda of Understanding in support of SABC business
- Established the SABC Foundation and set up systems to identify needy students and disburse bursaries of their years of study
- Created systems to monitor progress of students across all institutions of their study and accounted to the Board for the use of these funds

#### **2011 – 2022: Commissioner, Public Service Commission**

- Care-taker Commissioner for Eastern Cape and KwaZulu Natal Province
- Chaired the Subcommittee of Commission of Monitoring and Evaluation
- Responsible for monitoring and evaluation of service delivery across the public service
- Lead the enquiry into failures by government to pay service providers within 30 days and made recommendations for institutional and process changes to address this problem across government
- Made recommendations to Parliament and Cabinet on systematic changes required to fast-track service delivery

- Lead Project on recommendations for the public service's role in implementing the National Development Plan
- Cluster Commissioner overseeing Economic Cluster of departments including Telecommunications and Postal Services

## **RECOGNITION, OTHER ACHIEVEMENTS AND AWARDS**

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Retired as of 31 January 2022

Qualified Commercial Mediator (2019 to date)

Merit Award in 1996 nominated by the Dean of Student Services Mr. Trevor Wills

Served on ad hoc committees which appointed members of the IEC as well as the Demarcation Board under the Chairpersonship of the Chief Justice as required by the founding acts of these bodies (1998–2000)

Chairperson of Human Sciences Research Council (HSRC) (2009–2013)

Member of the Board of the Media Development and Diversity Agency (MDDA) (2005–2008)

Member of the Council of the University of KwaZulu Natal (1999–2012)

Member of the African Union of Broadcasters Executive Committee (AUB) (2006–2010)

Member of Steering Committee Public Broadcasters International (PBI) (2009–2011)

Served as a Trustee on the Brand SA Board and was member of its Marketing and HR Committee (2013–2016)

Served on the Board of Black Sash Trust, an NGO with a network of advice centres in all nine Provinces addressing issues of Socio-economic rights and social justice (1993–1997)

## **REFERENCES**

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Mrs Lulama Sizani – Commissioner of Public Service (Colleague)

Ms Janine Hicks – Ex Commissioner on Gender Equality

Prof Pearl Sithole – Professor at University of the Free State

*Contact details available on request.*