

- Applicant Name: Lahlang Shirley Somo
- Position Applied For: Commissioner at the Human Rights Commission of South Africa

EDUCATIONAL QUALIFICATIONS:

INSTITUTION	QUALIFICATION	YEAR COMPLETED
University of the North	LLB	1995
University of the North	B.Proc	1993
D.G. Tsebe	Matric	1989

OTHER COURSES:

INSTITUTION	QUALIFICATION	YEAR
Gordon Institute of Business Science	Programme for Management Development	2001
International Negotiations Academy	Diploma in Negotiations Skills	2001

BOARD COMMITTEE SITTINGS:

BOARD NAME	POSITION	YEAR
Construction Education Training Authority	Independent Bid Committee Member	2020 - 2021
National Credit Regulator	Board Member	2013 - 2018
Marine Living Resources Fund	Audit Committee Member	2012 - 2018
National Electronic Media Institute SA	Board Member	2010 - 2012
International Trade Administration Commission	Part-time Commissioner and Non-Executive Director	2004 - 2007
ICASA – National Numbering Committee	National Numbering Plan Committee Member	2002 - 2010

Executive Summary:

Lahlang Somo boasts over 10 years of senior management experience across 4 main areas: Governance & Compliance, Legal, Regulatory, and Strategy. She provided legal, governance, and strategy advice at board, executive, and senior management levels in the organisations that she worked for or consulted for.

Governance:

- Governance, Risk and Compliance in the Fleet Management Department of the City of Ekurhuleni in the outright acquisition of its fleet, which is currently standing at 7000 both yellow and vanilla fleet.

- At MTN,
- providing governance advice as a manager and eventually Senior Manager, to the executive committee, the board and committees of the board, subsidiaries and associate companies.
- Providing advice to other MTN international companies, advising the fraud department on certain matters in relation to the promotion of access to the Information Act and the promotion of the Administrative Justice Act.
- Making the necessary recommendations to EXCO and the board on how the cases should be addressed.

Legal:

- Has gained experience from 1998 to date, with 10 years gained in the ICT sector, working for SATRA (now ICASA) and then MTN in various capacities:
 - Manager Legal and Regulatory
 - Senior Manager Legal and Regulatory Affairs

Strategy:

- Strategic management and providing day-to-day support to the Group Executive Corporate Services at MTN. This experience was gained from August 2003 to 2010, firstly as Manager, Legal and Regulatory, and then as Senior Manager, Legal and Regulatory, in strategic and day-to-day business operations matters.
- Interacting, on behalf of the Executive Corporate Services, with other divisions to ensure that instructions are implemented and continuously monitoring implementation. This included corporate marketing, sales & communications, network group, and the Risk Department.
- Drafting Executive Corporate Services and EXCO reports to the board (both monthly and quarterly).

Legal Advice:

- Drafting presentations, as required by the office of the Executive Corporate Services, including presentations to the parliamentary portfolio committee on communications.
- Coordinating and drafting responses to parliamentary questions.
- Giving input, on behalf of the Executive Corporate Services, on matters as required by external third parties, including as required by the Minister and Corporate.
- Attending meetings between the Executive Corporate Services and external third parties.
- Checking and vetting contracts before the Executive Corporate Services' signature.
- Planning and compilation of the annual report in consultation with finance and corporate affairs divisions, including personally drafting the Executive Corporate Services report.
- Representing MTN in various industry forums and bodies wherein there were implications for the MTN business.

Employment History:

Employer:	<i>Refugee Appeals Authority of SA</i>
Period of Employment:	June 2021- December 2023
Position Held	<i>Member (Adjudicator)</i>
Reason for Leaving:	Termination of contract

- Hearing/adjudication of appeals by asylum seekers
- Carry out research on the country-of-origin information
- Make a ruling and write a decision
- Heard 133 appeals and delivered 133 decisions within two years

Employer: **EKURHULENI METROPOLITAN MUNICIPALITY**
Period of Employment: June 2014 – May 2019
Position Held: **Divisional Head –Governance, Risk & Compliance**
Reason for Leaving: Fixed-term position

- Drafting and putting in place Risk and Fraud Registers, also provide progress report to Oversight Committees, i.e. Audit and Risk Committees, quarterly.
- Putting in place Legislation landscape and Compliance Register, also provide progress report to Oversight Committees, i.e. Audit and Risk Committees, quarterly.
- Establishing OHS Committees and conducting HIRA, also providing progress reports to the Oversight Committees quarterly, i.e., Audit and Risk Committees.
- Ensuring that managers in the department complete and submit their annual financial declarations and gift registers in compliance with internal policies and the Municipal Finance Management Act.
- Resolving both internal and Auditor General audit findings and also providing a progress report to Oversight Committees, i.e., Audit and Risk Committees. As a support department, continuously monitor the audit findings tracking tool for departmental interdependencies.
- Conducting an audit on the Metro's fleet annually.
- Drafting and putting in place the Fleet Selection and Replacement policy and ensuring compliance therewith by User Departments.
- Ensuring compliance with fleet policies, particularly the Fleet User Policy, by the User Departments.
- Drafting and putting in place Service Level Agreements internally with User Departments for service and maintenance of the vehicles and externally with Service Providers or Suppliers for strategic Contracts.
- Securing participation by the Metro on the National Treasury's transversal Contracts for major financial discounts.
- Providing general legal opinions on labour matters and other fields of law.
- Drafting service level agreements for User Departments, responsible for contract management, vetting of contracts, drafting of policies, and presenting them for approval by Council.
- Enforcing Fleet Management policies in the Metro
- Identifying, assessing, and managing risks through the risk register.
- Putting together a business continuity plan for the department and evacuation controls, security assessment, and controls.
- Resolving audits against the department.
- Enforcing ethics.
- Representing the department at oversight committees (audit committee, risk committee, municipal public accounts committee, operations clean audit committee).
- Enforcing compliance with applicable pieces of legislation in the department.
- Chair the occupational Health & Safety Committee.
- Developing a hazard identification and risk assessment plan for the department.
- Member of one of the Bid Specification Committees for the supply chain in the Municipality.

Employer: **MTN SANDTON**
Period of Employment: February 2000 – February 2010
Position Held: **Senior Legal and Regulatory Advisor**
Reason for Leaving: Resigned

- Reviewed and drafted contracts and auditing of the Company's procurement policies.
- Ensured compliance with the electronic communication and all applicable legislation.
- Drafted tenders for the appointment of a panel of lawyers.
- Provided general legal and regulatory support to the network group, marketing department, fraud department and MTN international.
- Compiled monthly and quarterly Executive Corporate Services reports on the company's performance against strategic objectives.

- Compiled quarterly reports and other documents (including presentations) required by the department of communications and other external stakeholders on performance in terms of the strategic objectives.
- Provided legal advice to the Executive Corporate Services.
- Represented MTN in various industry forums/bodies wherein there are implications for the MTN business.
- Formulated execution and management of MTN government relations strategy.
- Responsible for internal and external communication.
- Coordinated the strategic management processes in the company, which included regularly scanning both the internal and external environment and recommending the necessary strategy (IES).
- Advised the Executive Corporate Services on strategic and day-to-day business operations matters.
- Interacted, on behalf of the Executive Corporate Services, with other divisions reporting to his office to ensure that instructions are implemented and continuously monitor implementation.
- Provided legal and regulatory advice to the executive committee, subsidiaries, and associate companies, including drafting of contracts and giving opinions on different areas of the law, and, where necessary, engaging external legal firms for assistance with the matter
- Provided legal advice to our senior management and other employees.
- Drafted, perusal of contracts, and provided legal advice and opinions.
- Provided legal and regulatory advice on setting up companies outside South Africa while conducting due diligence, acting as custodian of the company licence and agreements, compiling tariff filings, and negotiating with the regulator for approval.
- Facilitated contributions that are made yearly to the USF.
- Worked closely with USAASA on the rollout of universal service and access to rural areas.
- Drafted and published manuals in terms of the above act for MTN group, MTN (Pty) Ltd, MTN international, and MTN service provider.
- Monitored the minister's project of setting up emergency service centers.
- Key in the introduction of MSISDN-less in the distribution of new SIM tool kits, aimed at being more effective with numbers as a scarce national resource.
- Worked on submissions relating to new regulations or policies relating to spectrum.
- Vet the products developed by marketing to make sure that they don't contravene the license.
- Assist ICASA in the promulgation of Chapter 12 regulations (service charter, code of conduct for licenses, code of conduct for persons with disabilities, and constitution for the consumer panel).

Employer: ***SATRA/ICASA***
Period of Employment: February 1998 – January 2000
Position Held: ***Manager of Legal Affairs***
Reason for Leaving: Better career prospects

- Advised the council on legal issues on telecommunications.
- Attended telecommunications and internet conferences and seminars, nationally as well as internationally.
- Delegated to Zambia for the PATU project meetings in 1999.

Employer: ***EDWARD NATHAN AND FRIEDLAND INC.***
Period of Employment: January 1996 – January 1998
Position Held: ***Candidate Attorney***
Reason for Leaving: Articles completed

Commercial Department Reporting to Miranda Feinstein:

- Shareholder Agreements, consignment, franchise, due diligence, opinions, and research.
- Contractual law, mergers and acquisitions.

Litigation Department reporting to Pierre Ferreira:

- High court and magistrates' court litigation.
- MVA and insurance law.

- Personal injury and loss of damage to vehicles.
 - Mining and construction litigation.
 - Banking law opinions and litigation.
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Employer: ***EDGARS***
Period of Employment: June 1995 – December 1995
Position Held: ***Sales Assistant***
Reason for Leaving: Vacation work

- Assisted customers with all inquiries/queries.
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Employer: ***FOSCHINI GROUPS LIMITED***
Period of Employment: September 1990 – May 1995
Position Held: ***Various Positions (see below)***
Reason for Leaving: Vacation work

Customer Queries - (January 1995 - May 1995):

- Assisted the customer with all inquiries/queries.

Cashier – (January 1994 – December 1994):

- Received payment for goods

Sales Assistant – (September 1990 – December 1993):

- Assisted customers with inquiries/queries.
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