

# SANDILE BASANI NGOBENI

## Senior Research Fellow and Emeritus Reverend

### PROFESSIONAL SUMMARY

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A multi-lingual human rights practitioner with extensive experience in working in both NGO and Chapter Nine Institutions executing community outreach programs and advocacy work country-wide. I am a self-starter who can work under pressure and still produce results either individually or in a team setting. In addition, to my planning and organizing skills, I have excellent communication and interpersonal skills.

#### Core Competencies and Skills

- Problem-Solving
- Research and M&E
- Negotiation
- Facilitation and Presentation
- Stakeholder Management
- Leadership
- Project Management
- Communication
- Financial Management

### ACADEMIC EDUCATION

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- Master of Arts in Human Rights, University of London, On-going.
- Post-graduate Diploma in HIV/AIDS, University of Stellenbosch, (NQF 8)
- Post-graduate Diploma in Disability Studies, University of Cape Town, 2025. (NQF 8)
- Post-graduate Diploma in Labour Law, University of Johannesburg, 2024. (NQF 8)
- Bachelor of Arts majoring in Psychology and Sociology, University of South Africa, 2021. (NQF 7)
- Certificate in Good Governance in Africa, University of South Africa, 2020. (NQF 6)
- Master of Practical Theology in Community Development, Stellenbosch University, 2013. (NQF 9)
- Post-graduate Diploma in Theology, Stellenbosch University, 2012. (NQF 8)
- Bachelor of Theology, Stellenbosch University, 2011. (NQF 7)
- Matriculation, Prestige College, 1995. (NQF 4)

### SHORT COURSES

- Senior Research Fellowship Program, European Institute of Policy Research and Human Rights, 2025.
- Ethics in the Public Service, National School of Government, 2025.
- Civil Education and Soft Skills Programme, Higher Health, 2025.
- Advanced Human Rights Course on Business and Human Rights in Africa, University of Pretoria, 2025.
- Data Science Bootcamp, University of Stellenbosch, 2024.
- Programme for the Monitoring and Evaluation Practitioner, National School of Government, 2024.
- Advanced Human Rights Course on Data Protection in Africa, University of Pretoria, 2024.
- Advanced Human Rights Course on Right to Development in Africa, University of Pretoria, 2023.
- Advanced Human Rights Course in Accountability and Oversight of the Criminal Justice System, University of Pretoria, 2023.
- Advanced Human Rights Course in Judicial Enforcement of Socio-Economic Rights in Africa, University of Pretoria, 2022.
- Advanced Human Rights Course on Disability Rights in an African Context, University of Pretoria, 2022.
- Advanced Human Rights Course on Children's Rights in Africa, University of Pretoria, 2022.
- Advanced Human Rights Course on the Protection of Forcibly Displaced Persons in Africa, University of Pretoria, 2021.
- Advanced Human Rights Course on Women's Rights in Africa, University of Pretoria, 2020.
- Advanced Human Rights Course on Sexual Minority Rights in Africa, University of Pretoria, 2020.
- Corporate Social Responsibility, Citizenship, and Business Sustainability, University of Cape Town, 2020
- Pre-Entry Certificate into Senior Management Services, National School of Government, 2020.

### PROFESSIONAL TRAINING AND DEVELOPMENT

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- **UNICEF Agora Courses, 2024**
- ✓ Becoming an Inclusion Champion
- ✓ Financing for Early Childhood Development
- ✓ How to provide initial support of gender-based violence (GBV)
- ✓ Leadership for Planning and Decision-Making with Adolescents
- ✓ Child Protection Systems Strengthening: Approach, Benchmarks and Interventions
- ✓ Mitigating, Preventing and Responding to Gender-based violence (GBV) in Public Health Emergencies

- ✓ Prevention of sexual and abuse (PSEA)
- ✓ Introduction to Caring for Child Survivors of Sexual Abuse
- **WHO Academy, 2024**
  - ✓ Healthier Inequality Monitoring
  - ✓ Preparing for Pandemics
  - ✓ Preventing Sexual Exploitation and Abuse
  - ✓ Universal Health Coverage
  - ✓ Social Determination of Health Equity: concepts and evidence
  - ✓ The health and wellbeing of adolescents
  - ✓ Ethics and Governance of Artificial Intelligence for Health
  - ✓ Mainstreaming of gender equality, disability and social inclusion in WASH in healthcare
- **UN Peace Operations Training Institute Courses, 2022**
  - ✓ Introduction to the UN System and Its Role in International Peace and Security
  - ✓ Principles and Guidelines for UN Peacekeeping Operations
  - ✓ Ethics in Peace Operations
  - ✓ Humanitarian Relief Operations
  - ✓ Child Protection for UN Military
  - ✓ Human Rights
  - ✓ Peacekeeping and International Conflict Resolution
  - ✓ International Humanitarian Law and the Law of Armed Conflict
  - ✓ Sexual and Gender-Based Violence and International Peace and Security
  - ✓ Preventing Violence Against Women and Promoting Gender Equality in Peace Operations
  - ✓ Implementation of the UN System Council Resolutions on the Women, Peace and Security Agenda in Africa
- **UN Women Training Centre Courses, 2020**
  - ✓ I know Gender 1-2-3: Gender Concepts to get Started; International Framework for Gender Equality; and Promoting Gender Equality throughout the UN System
  - ✓ I know Gender 4: Women's Economic Empowerment
  - ✓ I know Gender 5: Women's Leadership and Decision Making
  - ✓ I know Gender 7: Gender Equality in the World of Work
  - ✓ I know Gender 6: Violence Against Women and Girls
  - ✓ I know Gender 8: Gender Equality and Education
  - ✓ I know Gender 9: Sexual and Reproductive Health and Rights
  - ✓ I know Gender 10: Gender Equality in Emergencies
  - ✓ I know Gender 11: Women, Peace and Security
  - ✓ I know Gender 12: Sexual and Gender Diversity: A Matter of Human Rights
  - ✓ I know Gender 13: Trade and Gender Equality
  - ✓ I know Gender 15: Gender and sustainable industrial development

## **PROFESSIONAL EXPERIENCE**

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**Independent Electoral Commission of South Africa – Stellenbosch Local office, 12/2025-  
(Contract)**

### **Municipal Outreach Coordinator**

- Plan, develop and conduct civic and voter education activities for communities;
- Supervise any staff appointed in support of the function and reporting to the MOC, including but not limited to the Democracy Education Fieldworkers;
- Monitor and manage attendance of staff appointed in support of the function and reporting to the MOC and ensure that any absences are timeously reported to the relevant local and/or provincial HR representative for action;
- Develop a network of educational support and liaise with organisations and stakeholders across government, civil society and the private sector;
- Forge partnerships with civil society to facilitate Outreach projects within the designated district/s;
- Promote multiple media, with an emphasis on community radio, and other innovative and creative educational mechanisms;
- Compile a report pertaining to his or her duties provided herein and shall submit such report and evidence to the OTO/EPC;
- Compile and submit reports, evidence and other documentation such as attendance registers, timesheets and relevant forms to the regional OTO/EPC on an agreed upon day;
- Keep records, including reports, correspondence, procurement, minutes of meetings;
- Provide information and evidence for the maintenance of administrative systems;

- Assist with the coordination of linkages (local, national and provincial) across Electoral Commission programmes
- Assist and provide support to the monitoring and evaluation of Outreach projects;
- Assist with the research and identification of specific issues, target communities, role players and stakeholders relevant to the Outreach projects;

**South African Human Rights Commission – Polokwane Provincial Office  
(Contract)**

**08/2022 – 04/2023**

**Human Rights Officer**

- Handling complaints in accordance with the SAHRC's complaints handling manual.
- Attending consultations and interactions with complainants, respondents, and other stakeholders.
- Assisting with legal research and drafting of documents.
- Monitoring the progress of complaints and providing feedback to complainants.
- Participating in the development of strategic and annual performance plans.
- Managing the implementation of operational plans and reporting on progress.
- Overseeing human resources within the Provincial Office (or Division).
- Ensuring good governance and compliance with relevant legislation and policies.
- Conducting research on statutory reports and other relevant research.

**Kuhluka Movement NGO – Johannesburg Office  
(Contract)**

**06/2020 – 07/2021**

**Advocacy, Communication & Research Manager**

- Changed attitudes towards GBV through the development and implementation of Programme strategy including lobbying, partnership and collaboration.
- Coordinated and managed projects in South Africa, Swaziland, and Mozambique such as Custodian of culture and Dignity packs.
- Ensured informed and accurate decision making through compiling project reports, proposals, and research papers.
- Created awareness on the impact of GBV in the community through workshops, conferences and debates.
- Ensured the program visibility through consistently using uniform messages from the communications and advocacy Plan to reach out to chiefs about projects.
- Provided support to women in the community by ensuring that are equipped with tools to prevent incidents of GBV and to provide safe spaces for sharing, counselling, and healing, supported survivors of violence on their way to recovery.
- Undertook mobilization activities to move the community to a caring society and offered support in the process of seeking resolution and justice for survivors.
- Act as the custodian and advocate for the organisation's policies and procedures related to combatting GBV.
- Arrange for training sessions and workshops on GBV issues and policies

**South African Human Rights Commission – Free State Provincial Office  
(Contract)**

**12/2019 – 04/2021**

**Advocacy and Research Consultant**

- They conduct training workshops, seminars, roundtable discussions, conferences, public campaigns, presentations, media interventions, community outreach, publications, and information dissemination to promote human rights.
- They conduct research to inform their advocacy efforts and develop strategies for promoting human rights.
- They collaborate with various stakeholders including civil society organizations, government departments, and community-based organizations to advance human rights.
- They provide advice on human rights-related matters to the SAHRC and other stakeholders.
- They play a role in the SAHRC's complaints management process, which includes investigating human rights violations and seeking redress for victims.
- They develop and implement human rights education programs and materials.

**Independent Electoral Commission of South Africa – Makapanstad Local office,  
(Contract)**

**12/2018- 07/2019**

**Assistant Project Coordinator**

- **Project duties:** As and when required, including carrying out inspection of voting stations and voting districts on local level where the need for replacement of existing facilities arises; identify potential voting stations sites; identify

potential electoral staff; attend to local logistical arrangements in support of electoral staff training; carry out activities in support of voter education on local level; carry out logistical tasks in respect of electoral material on local level during registration and election periods; carry out tasks in support of voter registration and voting activities on local level; conduct training on local level; as well as other election related duties.

- **Project administration duties:** Including providing draft reports relating to project activities; dealing with correspondence relating to projects, taking minutes of meetings and attend meetings, workshops and training sessions.
- **Financial office administration:** Including providing inputs required for budgeting processes, gather information to assist with the drafting of budgets for submission to the PEO; obtain quotes for procurement on local level; raise requisitions for procurement on local level via IEC systems; inform successful vendors and supply them with orders; receive goods procured; match and post invoices; respond to financial queries.

**Commission for Gender Equality- Cape Town Office  
Parliamentary Research Officer**

**02/2014 – 05/2018**

- Act as a representative of the Commission to key stakeholders, in providing comprehensive input into practice directives, discussion papers, Bills and other legislation and policies, placing the core mandate of the institution at the centre of legislative reform from a gender equality perspective.
- Liaison between Commission for gender equality and parliament and other like- minded institutions
- Responsible for engaging stakeholders on substantive issues that affect the mandate of the Commission and its position on legislative matters, including submissions to parliament.
- Assist the legal researcher specialist to research and identify areas that require legislative reforms.
- Follow up on submissions made by the Commission for Gender Equality before parliament and other bodies.
- Track the impact of the submissions made by the Commission for Gender Equality on various passed legislations.
- Tabling of the reports of the Commission for Gender Equality at parliament
- Engage various portfolio committee on submissions made by the Commission for Gender Equality
- Engage provincial legislatures to determine Bills open for Comments.

**Commission on the Protection and Promotion of Cultural, Religious, and Linguistic Rights Commission  
Research Intern**

**09/2012 – 01/2014**

- Implemented and conducted research on identified research Projects in the CRL Rights Commission which made the communities aware of their rights.
- Reached more audience from implementation of train the trainer strategy to promote and protect cultural, religious and linguistic rights of communities whereby community members were trained to train others in the community at large.
- Provided support to the research and policy development unit and maintained an active directory of CRL stakeholders.

**SUMMARY OF OTHER ROLES**

- **Security Officer**, University of Stellenbosch, 02/2004 -12/2005.
- **Security Officer**, Tshwane Hospital, 01/2000 - 11/2003.
- **Security Officer**, PUTCO Bus Company, 09/1996 - 12/1999.

**BOARD APPOINTMENT**

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- Board Appointment, Stellenbosch Hospice, 2011-2014.
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**REFERENCES**

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- Mr. Mthandazo Beda, Electoral Commission of South Africa
- Ms. Tsiko Maboho, South African Human Rights Commission.
- Prof. HL Bosman, Emeritus Professor, University of Stellenbosch