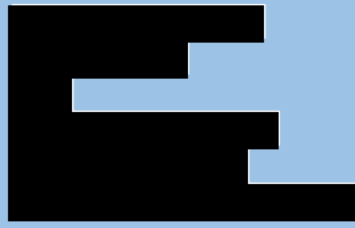


Dr. Nomcebo Serrah Mhlanga

Residential Address:



PERSONAL

Date of Birth: [REDACTED]
Nationality: South African
Gender: Female
Race: African

CAREER OBJECTIVE

A highly organized, competent, knowledgeable and hard-working individual looking for a responsible position where I can utilize my skills and expertise to strive for excellence and professional distinction in order to make significant contribution to the growth and success of the Public Service at large.

PROFESSIONAL REGISTRATIONS

Institute of Directors South Africa : [REDACTED]

NOTABLE ACHIEVEMENTS

- Awarded the best Municipal Manager of the Year 2020 by the CIAGOL SAL
- Headed the administration for the best run municipality in Gauteng with 7 consecutive clean audits
- Increased the Net-Surplus of Midvaal from R76 million to R207 million within 15 months
- Established a fully functional call center within a space of 4 months accompanied by a citizen engagement app.
- Migrated a municipality to a virtual public participation platform
- Designed an MPRA compliance system for COGTA
- Recovered over R150 000 000 bad debts for a grade 3 municipality within 3 year, thus increased the collection rate from 3% to 44%.
- Assisted Moretele local municipality to obtain a better audit opinion after a legacy of 12 year disclaimer audit opinion.
- Instituted the 1st indigent register for Moretele Local Municipality after a legacy of 12 years not having had one.
- Successfully implemented the 1st valuation roll of Moretele Local Municipality following condonement by the MEC of Local Government.
- Implemented schedule A and B of the Municipal Systems Act with regard to monies owed to the municipality by staff and councilors.
- Uncovered a fraud scam for Mbombela Local Municipality

- Developed the Revenue Management Procedures of Mbombela Local Municipality
 - Assisted in the drafting of the Revenue Enhancement strategy of Mbombela Local Municipality and Moretele Local Municipality
 - Assisted in the data cleansing project of the Mbombela Local Municipality
 - Successfully managed a financial management system migration to mSCOA
 - Developed the SALCOMM – APP. Local government tool
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EMPLOYMENT PROFILE

Chief Executive Officer and Director – We Render Pty Ltd and Nosech Financial Advisory Pty Ltd

(2023/01 – Date)

Responsibilities

- Developed and implemented a strategic vision that guided We Render Pty Ltd to become a leader in management consulting, delivering value-driven solutions to clients across various sectors.
- Led the organization in setting and achieving ambitious goals, ensuring sustainable growth and adaptability in a rapidly evolving business landscape.
- Acted as the primary liaison between We Render Pty Ltd and its diverse client base, fostering strong relationships with key stakeholders, including corporate clients, government entities, and industry partners.
- Advocated for and successfully implemented strategies that aligned client needs with organizational capabilities, ensuring mutual benefit and long-term collaboration.
- Ensured that We Render Pty Ltd adhered to the highest standards of governance and compliance, maintaining a robust framework that met all legal, ethical, and regulatory requirements.
- Worked closely with the Board of Directors to establish governance structures that supported strategic objectives and ensured accountability at all levels of the organization.
- Oversaw the financial performance of We Render Pty Ltd, implementing cost-effective strategies that maximized profitability while maintaining high standards of service delivery.
- Led initiatives to streamline operations, leveraging technology and process improvements to enhance efficiency and effectiveness across all business units.
- Championed innovation within the organization, encouraging the adoption of new technologies and methodologies that improved service delivery and client satisfaction.
- Promoted a culture of continuous learning and professional development, ensuring that the team at We Render Pty Ltd remained at the forefront of industry trends and best practices.
- Identified and managed potential risks to the organization, developing contingency plans and strategies that ensured business continuity and resilience.
- Led strategic planning initiatives that positioned We Render Pty Ltd to anticipate and respond to market changes, ensuring long-term sustainability and success.
- Advocated for sustainable business practices within We Render Pty Ltd, ensuring that the organization's operations contributed positively to the community and environment.
- Led corporate social responsibility initiatives that aligned with the organization's values, enhancing its reputation and impact in the broader society.
- Provided visionary leadership to the team at We Render Pty Ltd, fostering an inclusive and collaborative work environment that encouraged innovation

EMPLOYMENT PROFILE

and excellence.

- Focused on talent development, ensuring that the organization attracted, retained, and developed the best talent, capable of driving the company's strategic objectives.

**Chief Financial Officer of Afrivent Pty Ltd.
(2022/02-2022/12)**

Responsibilities

- Develop high-quality financial strategies and plans
- Ensure strategy alignment with objectives
- Lead with an example and motivate subordinates
- Encourage employee engagement
- Train a high performing managerial team
- Oversee all finance operations and business activities
- Make high-quality investing decisions
- Enforce adherence to legal guidelines and in-house policies

**Midvaal Local Municipality - Accounting Officer
(2020 – 2021/08)**

Responsibilities

- Responsible for the establishment and maintenance of a strategic management system for the municipality to ensure the achievement of the municipality's strategic objectives and its developmental and service delivery obligations.
- Responsible and accountable for the formation and development of an economical, efficient and accountable administration as head of the administration to ensure that the objectives of sound governance principles (as depicted in the Constitution of the RSA and compliant with section 51 of the Systems Act, 32/2000) be achieved.
- Oversee the implementation and maintenance of the municipality's Integrated Development Plan (IDP – 5-year strategic plan) to ensure the proper execution of the IDP and SDBIP (Annual Performance Plan).
- Strategic management of the effective and efficient provision of services to the local community to ensure that services are delivered in a sustainable and equitable manner.
- Responsible and accountable for various financial management duties as Accounting Officer of the Municipality in terms of the Municipal Finance Management Act (56/2003), to ensure accountability of the municipality's finance
- Development and monitoring of policies at the strategic management level to ensure its purposefulness and efficiency.

EMPLOYMENT PROFILE

EMPLOYMENT PROFILE

Moretele Local Municipality - Chief Financial Officer
(2018 – 2020/03)

Responsibilities:

- Submit QUARTERLY report on implementation of Supply Chain Management Policy to the mayor for the previous three months & make report public.
- Table in Council QUARTERLY consolidated report of withdrawals not approved in the budget for the previous three month period & submit report to provincial treasury and the Auditor – General.
- Previous year– submit QUARTERLY report on the implementation of budget & financial affairs the municipality for the previous three month period, to Council.
- Submit consolidated report on compliance with prescribed competency levels for the previous six month period to Council, provincial treasury and National Treasury.
- Submit ANNUAL report on implementation of Supply Chain Management policy, for the previous financial year, to the mayor and make report public.
- Submit the MONTHLY budget report to the mayor, provincial treasury & National Treasury – within ten working days of the start of the month.
- Consider the MONTHLY Section 71 report; due at month end Review implementation of budget & service delivery & budget implementation plan (SDBIP); Identify problems & amend or recommend appropriate amendments; Submit report to Council & make public any amendment to the SDBIP
- Submit MONTHLY report on salaries & wages expenditure to Council - within ten working days of the start of the month.
- Submit MONTHLY reports for period ending 30th June for each contract, above the prescribed amount, awarded and signed.
- Place QUARTERLY (MFMA section 52) report on budget implementation on the municipal website
- Consider monthly and mid-year (MFMA section 71 & 72) reports for the previous six month period, review implementation of budget & SDBIP, identify problems & amend or recommend appropriate amendments. Submit report to Council & make public any amendment to the SDBIP – due at month end.

Moretele Local Municipality – Senior Manager – Revenue
(2011-2018)

Responsibilities:

- Manage revenue cycles including billing, cash collection, government grants, adherence to revenue recognition in line with GRAP
- Develop revenue strategy to ensure strong communication with customers and improved service delivery
- Developing and obtaining approval of revenue policies
- Maintain , modify and recommend procedures to ensure strong internal controls in the revenue cycle activities
- Manage invoicing of customers and recording of revenue on a monthly basis

- Authorize journal entries
- Managing bad debts in line with relevant policies.
- Full cycle indigent management
- Revenue enhancement
- Ensure reconciliations are performed, approved and reviewed.
- Manage external audit process, reviews and audit action plan (OPCA Champion).
- Manage mentor and develop staff
- Assisting with finance services
- Manage the departmental budget and expenditure.
- Prepare GRAP compliant annual financial statements

Other duties (Operation Clean Audit Champion)

I was intensively involved in the operation clean audit for Moretele Local Municipality since 2012. In this role, I served as the contact person between AGSA and the municipality. I coordinated requests for information and communication of audit findings interdepartmentally, submission of records, keeping a record and submission thereof. Reporting to management regarding immediate areas of concern as far as the audit process is concerned. I was responsible for advising management on technical issues and for seeking expert advice.

Accountant: Revenue and Customer Care
(2008-2011)

Responsibilities:

- Reconciliation of Expenditure reports for pre-paid electricity vending.
- Ensuring compliance with SARS VAT regulations
- Preparation of payment for suppliers
- Ensuring correctness of bills
- Observation of Supply Chain Management Procedures
- Clearing of suspense accounts
- Preparation of overtime sheet
- Dealing with staff logistics
- Ensuring implementation and adherence to internal control procedures
- Formulation of policies in line with the MFMA in terms of revenue collection
- Formulation of Customer Care policies
- Formulation of database guidelines for training purpose
- Institution and reversal of ACB's
- Preparing ACB Runs for each months run date
- Recalling incorrect payment files
- Ensuring that staff accounts are paid
- Performing monthly reconciliations
- Custodian of Bank Guarantees
- Ensuring compliance with audit recommendations
- Reconciliation of accounts through liaison with stakeholders
- Supervision of sub-ordinates

- Deferred income calculations on pre-paid electricity sales

Mbombela Local Municipality – Senior Clerical Assistant: Revenue
(2007 – 2008)

Responsibilities:

- Providing Information to clients about service supply
- Informing Meter Readers about new connections and disconnection of services
- General enquiries and query management
- Pre - Paid electricity system administration
- Opening new service accounts
- Ensuring the correctness of information provided to ensure that correct data is fed on the Unix system
- Ensure safe keeping of meter records
- Billing runs for domestic accounts

Standard Bank – Teller, Enquiry Clerk, Accounts Support Officer and Supervisory Float
(2003 - 2006)

Responsibilities:

- Receiving deposits and Making withdrawals ,
- Balancing of cashiers and branch balancing by performing end of day procedures
- Account Enquiries,
- Ensuring correctness of mandates,
- Verification signatories.
- Setting off accounts.
- Approving opened accounts ,
- Auctioning internal reports,
- Debit order disputes on personal accounts,
- Ensuring that Group Reference guides are followed,
- Implementing internal controls to ensure compliance with laid down procedures,
- Scrutinizing Of Monthly Report
- Dealing with Staff Logistic
- Supervision of Frontline Staff
- Management and Resolution Of Complaints Compliance Administrative Scrutiny of irregularities
- Product Consultation,
- Cashier balancing,
- Overall management of s service Centre,
- Security keys custodian
- Fais compliance
- Fica compliance

EDUCATION	<ul style="list-style-type: none"> • University of North West (NWU) - 2024 <p>Doctor in Philosophy – Public Management and Governance</p> <ul style="list-style-type: none"> • University of Pretoria - 2020 <p>Master’s in Public Administration / Management</p> <ul style="list-style-type: none"> • University of Stellenbosch - 2017 <p>Honors in Public Administration (Cum laude)</p> <ul style="list-style-type: none"> • University of Pretoria - 2016 <p>BA Public Administration (Cum laude)</p> <ul style="list-style-type: none"> • Tshwane University of Technology - 2002 <p>National Diploma Internal Auditing</p> <ul style="list-style-type: none"> • Valencia Secondary School - 1999 <p>Grade 12 / Matric</p> <p>Municipal Finance Managements Development Programme (SAQA 48965) 2011</p> <p>Certificate in Labour Law (University of Pretoria) 2019</p>
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BOARD EXPERIENCE	<ul style="list-style-type: none"> • Thenga Holdings Non-Executive Member of the Board 2021-2023 • Afirement Holdings (Tsabedze Foundation) Non-Executive Member of the Board (Chairperson of the board) 2022 – Date
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As an experienced board member, I have demonstrated a strong commitment to fulfilling the duties and responsibilities prescribed under the **Companies Act No. 71 of 2008**. My expertise includes the following:

- Ensured that organizational decisions were made in good faith, aligning with the best interests of the company and stakeholders.
- Provided ethical and strategic leadership to uphold corporate governance principles, ensuring compliance with the company's Memorandum of Incorporation (MOI) and regulatory frameworks.
- Exercised a high degree of care, skill, and diligence in overseeing organizational activities, drawing on my extensive experience in business and governance.
- Reviewed and approved financial and operational plans, ensuring they met legal standards and contributed to sustainable business growth.
- Mitigated risks by ensuring adherence to the statutory requirements of the Companies Act, including accurate record-keeping and timely regulatory filings.
- Acted as a custodian of compliance, ensuring decisions were aligned with legal frameworks and best practices in governance.
- Maintained transparency and accountability by disclosing personal financial interests in alignment with **Section 75**, avoiding conflicts of interest and promoting trust among stakeholders.
- Approved budgets and financial statements, ensuring they reflected the company's true financial position and complied with prescribed standards.
- Took proactive measures to prevent reckless trading or financial mismanagement, protecting the company's solvency and reputation.
- Worked collaboratively with fellow board members to drive strategic objectives while adhering to shared accountability for collective decisions.
- Demonstrated a deep understanding of joint and several liability, ensuring careful deliberation and consensus in decision-making processes.

SKILLS

- Project and Programme management
- Sound Financial Management and Supply Chain Management

<p>SKILLS</p>	<ul style="list-style-type: none"> • Formulation of strategy and leadership • Policy formulation and corporate governance • Risk management, ethics and financial management • Results oriented and problems solving skills • Negotiation skills and personal integrity • Analytical skills and decision making and change management • Project Management and Programme Management • Good verbal and written communication skills (English,Afrikaans. SiSwati, iSiZulu,SeStwana • Microsoft Office Suite (Excel, Word, and PowerPoint) • Publisher (Application Software) • Unix (E-Venus) /Solar / Phoenix • Suprima System (pre – paid system) • Internet (world wide web) • Cash-drawer system (cashier receipting system) • Payday system (staff leave management)
<p>REFERENCES</p>	<ul style="list-style-type: none"> • Midvaal LM MMC: Finance – Ald.P. Hutchenson ██████████ • Moretele LM Acting Municipal Manager Mr.S Moreriane ██████████ • Mbombela LM Manager Revenue L. Parsons / Mabuza ██████████