

GRANT R. SON
(DOCTORAL RESEARCH AND MPhil, UNIVERSITY OF
STELLENBOSCH)

PHON

SUMMARY OF PROFILE

A highly accomplished and results-oriented senior executive, entrepreneur, and consultant with over 15 years of experience in strategic leadership, business development, and organizational transformation. Proven ability to build and motivate high-performing teams, drive revenue growth, and deliver sustainable results across diverse industries. Expertise in strategic planning, project management, risk management, and cross-cultural collaboration. A visionary leader with a track record of successfully navigating complex business challenges and fostering innovation. Winner of the Wits Business School and Sunday Times Newspaper's 2007 Business Plan Competition.

CORE COMPETENCIES

- Strategic Planning & Execution
- Business Development & Growth
- Organizational Transformation
- Leadership & Team Building
- Risk Management & Compliance
- Project Management
- Financial Management
- Stakeholder Engagement
- Cross-Cultural Collaboration
- Business Optimization
- Change Management

PROFESSIONAL EXPERIENCE

- **Non-Executive Director** | Various Public and Private Sector Boards | 09/2021 – Present
 - Provide independent oversight and strategic guidance on governance, risk management, and performance.
 - Challenge management on strategy implementation and ensure alignment with best practices.
 - Oversee performance, sustainability, resource allocation, transformation, diversity, and ethical conduct.
- **Independent Consultant** | Various Public and Private Sector Organizations | 09/2021 – Present
 - Provide expert consulting services in business strategy, business planning, and business optimization.
 - Assist organizations in resolving complex challenges and improving revenue generation.
 - Deliver tailored solutions based on in-depth industry knowledge and best practice benchmarking.
- **Business Consultant** | Chinese National Nuclear Corporation (CNNC) | 08/2022 – Present
 - Identify and evaluate business opportunities in South Africa, SADC, and across Africa.
 - Conduct market analysis, assess regulatory frameworks, and identify growth prospects.
 - Engage with government bodies, industry leaders, and local communities to foster partnerships.
 - Oversee project execution, from feasibility studies to implementation, ensuring alignment with organizational goals.
 - Develop market entry strategies, considering cultural nuances and legal requirements.
 - Implement risk assessment and mitigation strategies to enhance project success.
- **Chief Executive Officer (CEO)** | Batho Phahameng Engineering and Consulting | 05/2011 – 08/2021
 - Provided strategic leadership and successfully grew and stabilized the company.

- Raised debt and equity capital, secured new clients, and negotiated key contracts.
- Reorganized operations, reduced expenses, and improved efficiency.
- Implemented marketing strategies, rebuilt brand reputation, and developed strategic alliances.
- Led the company's first acquisition and successfully managed major contracts, including projects for the National Prosecuting Authority, Eskom, Transnet, and Anglo-American Kumba and Assmang (Assore).
 - **Founder and Chairman | I Am Black Gold | 04/2014 – 02/2024**
 - Established a private investment firm focused on early-stage mining, engineering, and technology companies.
 - Developed a mining, engineering, and technology business incubator and venture capital enterprise.
 - Managed investment portfolios within Allen Gray, Coronation, Bidvest, Investec, Prudential, Old Mutual, and Liberty Life.
 - **Managing Director, Bosnet (Broadband) | Botswana Telecommunications Corporation | 01/2009 – 04/2011**
 - Led the broadband division of a Botswana State-Owned Enterprise.
 - Oversaw the relocation and integration of the division with the main head office.
 - Realigned the management team and played a key role in the semi-privatization of the enterprise through a successful Public Private Partnership.
 - **Deputy General Manager - Sales and Distribution | Coca-Cola SABCO | 01/2005 – 12/2008**
 - Contributed to the growth of revenue in the South African Limpopo region.
 - Focused on developing black executives within the business.
 - **General Manager Sales & Marketing | Metrix Mining Consulting Engineers | 01/2003 – 12/2004**
 - Contributed to the significant revenue growth of the international mining consulting services firm.
 - Redefined the company's business model, initiated marketing campaigns, and repositioned the company.
 - Expanded the company's reach into Africa and North America.
 - **Strategic Business Consultant | UUNET SA/VERIZON BUSINESS/MTN SP | 1999 – 2002**
 - Provided interim executive support, corporate strategic guidance, and mentoring.
 - Focused on corporate and product strategies, operations re-organization, business development, sales and marketing management, and international expansion.
 - Consulted with the CEO of UUNET SA's Data Center Systems Division, overseeing sales and marketing for their entry into the data center market.

EDUCATION *

- **Ph.D. Candidate | Vaal University of Technology (VUT) | 2023 – Present**
- Thesis: Line Managers' Perspectives of Health and Safety Coaching in a Gauteng-based Gold Mine: A Framework for Safety Performance
- **LLM Candidate | University of KwaZulu-Natal (UKZN) | 2024 (Expected)**
- Research Proposal: South Africa's Green Hydrogen Journey: Legal Landscape and Roadmap
- **Ph.D. | Selinus University | 2023**
- Thesis: Water Management in Norway
- **MPhil | Stellenbosch University | 2017**
- Thesis: Risk Management at Eskom Generation
- **MBA | IIBMS | 2016**

- **Mining Engineering Studies** | University of Newcastle, Australia | 2014
- **Project Management Studies** | Polytechnic West | 2014
- **Doctoral Research** | Stellenbosch University | 2018
- Published articles on risk management at Eskom Generation in South Africa
- **Pre LLM** | Hibernia College, Ireland | 2011
- **Paralegal Studies** | University of Cape Town (UCT) | 2011
- **Environmental Management Studies** | Center for Environmental Management, North West University | 2005

OTHER HIGHLIGHTS

- Co-founded first company in 2007.
- Thebe Investment Trustee of their energy assets in South Africa
- Former Board Member of Botswana Telecommunications Corporations (2009-2011)
- Joburg Market Board in the City of Johannesburg Municipality (2023-Present)
- Association with the Black Business Council (2010-Present)
- Member of the Legal Council Practice Appeal Board (2022-Present)
- Member of the Black Management Forum (2003-Present)
- Member of the Department of Higher Education Council (2022-Present)
- Former Council Member of Cape Peninsula University of Technology (2017-2021)
- Former Committee Chairperson of the Physical Planning Committee (CPUT) (2017-2021)
- Former Board Member of Gauteng Department of Health (CMJAH) (2018-2023)
- Former Board Member of Gauteng Department of Agriculture, Environment and Rural Development (2019-2022)
- Wits Business School and Sunday Times Business Plan Winner 2007
- Author of three published journals.
- Member of the South African Revenue of Services Tax Court (SARS Tax Court) (2023-Present)
- Member of the International Airspace Services Council (Department of Transport) (2022-Present)
- Technical Advisory Panel Member at Gauteng Department of Economic Development (2021-Present)
- SAWS (South African Weather Services) Board Member (2022-Present)
- Former Lesotho Highlands Development Board Committee Member (2020-2023)
- Critical Infrastructure Council Member (Ministry of Police, Parliament) (2021-Present)

REFERENCES

signed: Grant Son 

Reg. No. 134-327 NPO

Dear Parliament

RE:- RECOMMENDATION TO NOMINATE GRANT REAGON SON FOR BOARD MEMBER AT THE SOE'S

I Ndileka Mandela, founder and chairperson of the Thembekile Mandela Foundation hereby confidently recommend Grant Reagon Son for the position of Board Member.

Grant, a MBA, MPhil and Doctoral Research graduate, excels in the areas of strategic management, risk management and government ethics. In my years of business engagement with Grant, I have found him to be a hard worker, critical thinker, very pragmatic and totally trustworthy as well as incorruptible.

Grant's well-known commitment to accountability in government will promote an atmosphere of openness in the area of strategic executive guidance, risk management, governance and accountability on finances. If you want to see honest people in government state owned enterprises, then join me in supporting Grant Reagon Son for the board member position at the SOE's.

Many thanks

Ms. Ndileka Mandela



Ndileka Mandela
Founder and CEO
Thembekile Mandela Foundation

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Founder & CEO: Ndileka Mandela