

# Ms. Tebogo Joyce Mabeleng

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Certified Director | Governance, Compliance & Health & Safety Professional



## Qualification Profile

I am a Certified Director and governance professional with over 22 years of experience across public and private sectors, including Local Government, Power Utility, and Mining. My career has focused on corporate governance, occupational health and safety, ESG, risk management, and stakeholder engagement, with a strong track record of board-level leadership.

I hold an MBA with a dissertation on performance appraisal, rewards, and self-efficacy in a South African utility company, along with qualifications in Quality and Safety Management. I am a Graduate Member of Saioosh and a long-standing member of the Institute of Directors in South Africa (IoDSA), which underpins my deep understanding of the Companies Act, PFMA, MFMA, and King IV principles.

With seven years of board and committee experience, I bring a passion for ethical leadership and advancing organizational impact through good governance. I am passionate about ethical leadership, strategic oversight, and advancing organisational impact through good governance. I bring a strong ability to contribute to and lead the development of frameworks, policies, assurance reviews, and performance monitoring systems that support excellence in governance.

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## Core Competencies

- Corporate Governance & King IV Implementation
- Board & Committee Advisory
- ESG, Ethics & Compliance Management
- Strategic Planning & Performance Oversight
- Risk & Audit Frameworks (PFMA, MFMA, Companies Act)
- Combined Assurance & Internal Auditing
- Stakeholder Engagement & Reporting
- Policy & Governance Framework Development
- Legal & Regulatory Compliance (OHS Act, LRA, MHSA)
- Incident Investigation & Safety Culture Transformation

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## Board and Committees Experience:

**Board Member**, *Thaba Chweu Local Economic Development Agency (THALEDA)* | Jul 2024 – Present

**Board Member**, *Tshwaranang Legal Advocacy Centre to end violence against women (TLAC)* | May 2023 – Dec 2024

**Committee Member**, *Central University of Technology Innovation Services (CUTis)* – HR, Governance & Social Ethics | Feb 2022 – Oct 2023

**Committee Member**, *Mine Health and Safety Council (MHSC)* – Social & Ethics Committee | Mar 2021 – Jun 2022

**SGB Member**, *Generaal Alberts Laerskool* | 2018 – 2019

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## Professional Experience

### PhenyoWame Consulting – Johannesburg, South Africa

#### *Independent OHS & Governance Consultant* | Aug 2022 – Present

As an independent consultant, I provide strategic SHE corporate governance advisory and implementation support to clients across industries. My focus is on building compliant organizations with a strong safety culture by:

- Advising on SHE governance frameworks and compliance structures.
- Structuring a Compliant Organisation and Creating the Right Culture for Compliance
- Designing contractor management frameworks, including the development of SHE specifications, evaluation of contractor SHE files, and approval processes.
- Formulated and reviewed SHEQ and governance policies.
- Facilitating policy formulation and reviews of SHE and Corporate Governance policies and guidelines
- Conducting monthly inspections and report writing and presentation of project SHE performance to management
- Conducting audits, management of incident investigations, and ensuing legal compliance for construction projects and workplaces.
- Leading adherence to Safety at Sports and Recreational Events Act, 2010 for high-profile events.
- Providing mentorship and coaching to internal safety teams, enhancing safety leadership capabilities at all levels.

### AngloGold Ashanti (Pty) Ltd – Corporate Affairs and Sustainability

#### *Senior Safety Specialist (Global)* | July 2018 – January 2022

#### *Safety Specialist (Global)* | December 2016 – June 2018

In my global role at AngloGold Ashanti, I was responsible for shaping and delivering strategic safety initiatives across multinational operations, driving a culture of proactive risk management and operational excellence. This role positioned me at the forefront of global safety leadership, where I worked collaboratively across countries, cultures, and disciplines to drive measurable improvements in safety outcomes and organizational resilience

#### **My key contributions:**

- Oversaw global safety strategy and performance across nine countries.
- Developed and implemented global safety service delivery models and policies.
- Provided expert advisory on contractor management, compliance evaluations, and stakeholder engagement.
- Reviewed global safety policies, incident management processes, and critical control protocols.
- Reported OHS performance to board committees (Audit & Risk; Social & Ethics).
- Led audits, assurance reviews, and contractor compliance initiatives.
- Established a global Centre of Excellence for safety knowledge sharing.
- Facilitated internal investigations, crises management plans, and corrective action development, including training frontline managers and SHEQ teams.
- Represented the company in industry forums (e.g., ICMM).

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## **Eskom SOC Ltd**

### ***Senior Advisor – Occupational Health and Safety, (June 2012 – December 2016)***

As a Senior Occupational Health and Safety Advisor at Eskom, I was instrumental in driving the company's OHS strategy and operational plans, ensuring alignment with national legislation and global best practices. My role demanded high-level strategic insight, stakeholder management, and the ability to influence organizational culture towards prioritizing safety, health, and environmental stewardship.

#### **My key contributions included:**

- Led implementation and monitoring of Eskom's Occupational Health and Safety strategy across multiple business units, ensuring alignment with PFMA, OHS Act, and national safety objectives.
- Reviewed and coordinated divisional operational plans and safety performance dashboards to strengthen compliance and reduce risk.
- Led and planned, resources allocation, implementation as well as monitoring and evaluation of the Zero Harm Awareness Campaigns and Vehicle safety Awareness campaigns.
- Developed and implemented policies and technical specifications governing contractor safety and internal compliance protocols.
- Conducted policy development, contractor compliance reviews, and strategic planning.
- Managed key stakeholder relationships, including organized labour, regulators, and SHE professionals across divisions.
- Compiled quarterly OHS performance reports for the Social and Ethics Committee.
- Conducted legal register reviews, identified legislative changes, and ensured communication of updates to OHS practitioners.
- Advised line managers and service providers on legislative compliance, safety standards, and continuous improvement initiatives.
- Participated in annual budget planning in accordance with PFMA requirements.
- Facilitated public safety awareness campaigns, staff development, and performance reporting to senior leadership.

### ***Safety, Health and Environment (SHE) Officer – Eskom Distribution | 2010 – 2012***

- Conducted routine inspections and risk assessments to ensure compliance with OHS standards.
- Facilitated implementation of SHEQ programs and conducted incident investigations.
- Delivered health and safety training and promoted safety awareness campaigns.
- Monitored contractor compliance and advised on corrective measures.
- Maintained OHSAS 18001 documentation and contributed to continuous improvement efforts.

#### **Earlier roles:**

***Occupational Health and Safety Officer – Dr. Kenneth Kaunda District Municipality | 2008 – 2010***

**Labour Inspector: Inspection and Enforcement Services – Department of Labour | 2004 – 2008**

**Admin Support Officer: Inspection and Enforcement Services – Department of Labour | 2002 – 2004**

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## Education

**Master of Business Administration (MBA) | North-West University (2015)**

*Dissertation: Performance Appraisal, Rewards & Self-Efficacy in a Utility Environment*

**BTech: Quality | UNISA (2012)**

**BTech: Safety Management | UNISA (2007)**

**Matric | Kgamanyane High School (1995)**

## Certifications & Professional Development

- ISO 45001:2019 Internal Auditor, DQS Training (2021)
- Compelling Investor Engagement on ESG, JSE (2021)
- Introduction to Investor Relations in South Africa Johannesburg Stock Exchange (2021)
- ISO 45001:2019 Internal Auditor, DQS Training, (2021)
- Non-Executive Directorship, Institute of Director South Africa (2020)
- Doctoral Research Training Program, Stellenbosch Business School (2018)
- Incident Investigation Program, AngloGold Ashanti (2017)
- NOSA SAMTRAC (2009)
- Introduction to Labour Relations, NWU (2012)
- Labour Inspection and Enforcement Foundation Programme, Technikon SA (2002)
- Various industry safety and compliance trainings (2002–2021)

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## Professional Affiliations

- **Certified Director:** Institute of Director South Africa (IoDSA)
- **Graduate Member:** South African Institute of Occupational Safety and Health (SaioSH)

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## References:

1. Mr. Shepherd Shoniwa, Executive Coach at Executive Leadership Portfolio, [REDACTED]
2. Ms. Juliana Makapan, Former Chairperson of the Social and Ethics Committee of the Central University of Technology Innovation Services (CUTIS) – [REDACTED]
3. Dr. Nolwazi Putuka, Board member at Tshwaranang Legal Advocacy Centre, [REDACTED]