



03 September 2019

Attention: - Mr Vhonani Ramaano
Committee Secretary
The Portfolio Committee on Justice and Correctional Services
3rd Floor
90 Plein Street
Capetown
8001

Dear Sir

Nomination for Azwidini Victor Mavhidula to serve as the Deputy Public Protector

On behalf of the African Child and Youth Community Development Project (ACYCDP), I nominate Mr Azwidini Victor Mavhidula to be appointed Deputy Public Protector of South Africa. ACYCDP is tasked with addressing violence perpetrated against children and young. The organisation further focuses on food security, early childhood development, economic development, and poverty alleviation programmes and youth empowerment. The organisation strives to ensure that its interventions are sustainable and beneficiaries in communities benefit without being discriminated against.

I started to know Mr Mavhidula when he was working as a legal officer and later acted as head of the Commission for Gender Equality Legal Department when I was an Acting chairperson and later appointed as a Chairperson of the Commission for Gender Equality.

Mr Mavhidula has investigated a number of gender equality related cases as well as overseeing investigation of these cases.

During his tenure as the head of Legal Department, the office initiated progressive programmes like legal clinics, the turnaround time for the finalization of cases significantly improved, began the programme of public hearings on gender transformation including calling higher education institutions, private sector to account on gender transformation.

He also spearheaded the amendments of the CGE complaints manual and further ensured that it was user-friendly and incorporated aspects of public participation. Furthermore, he assisted the office of the Chairperson to develop the Commissioners' manual, which had aspects of good governance and fiduciary duties of Commissioners.

He also assisted the office of the Chairperson to prepare legal briefings in relation to the involvement of the Chairperson to the following structures: - PEPUDA Equality Review committee, forum for Chapter 9 Institutions and Appeals.

He was instrumental in drafting the memorandums of understanding that CGE had signed with various institutions including the ones that the Commission signed with various houses of Traditional leadership.

He played a pivotal role in educating the South African Public about Gender Laws and International Instruments.

He is now working for the Human Rights Commission as the Provincial Manager. Combining the skills acquired at the CGE and his current position display a set of skills required to diligently perform the duties of the Deputy Public Protector. He is excellent in applying PFMA, has peoples management skills, complaints investigation skills, drafting skills of the investigative reports and stakeholder management skills.

He has more than (10) ten year working experience within Chapter 9 Institutions environment where he has occupied senior positions.

He is currently an Accredited Mediator from Conflict Dynamics. He is admitted as an Attorney of the High Court of South Africa. He has relevant qualifications and has extensively developed himself. His CV and certificates attached reflect all his qualifications and experience acquired over the years.

He satisfies all the requirements of the Deputy Public Protector position. He is fit and proper person to be appointed.

Yours faithfully,



Mr Dizline Mfanozelwe Shoji
Deputy Chairpson (currently acting as chairperson)
Cell number:
Email Address:

THE AFRICAN CHILD AND YOUTH COMMUNITY DEVELOPMENT PROJECT ADDRESS:
Office 4&5 Pharos House ,70 Buckingham Road, Floor, Westville, Durban,3630, South Africa.

Tel: 031 003 5143/071 1447619 Email: info@acycdp.co.za website: www.acycdp.co.za

Act No. 71 of 1997 (143-887 NPO) Board of Directors: Mr. B Madide (Chairperson), Mr M Shoz (Deputy Chairperson) , Mrs P Malinga (Treasure), Mrs M Ngidi (Secretary) and Ms N Ndhlovu (Executive Director)

4th September 2019

Att: Mfanozelwe Shozi

Dear Sirs,

**ACCEPTANCE OF NOMINATION FOR THE DEPUTY PUBLIC
PROTECTOR'S POSITION.**

I hereby accepting your nomination for the position of Deputy Public Protector's position as advertised on Parliament official website.

I have completed my **BProc** and **LLB** degrees at the University of Durban-Westville in 2000 and 2001 respectively. I have also obtained Certificate in English for Legal Professionals from Sultan Technikon in 2002. I am currently a Principal of the South African Human Rights Commission Limpopo Law Clinic

I am Accredited Mediator from Conflict Dynamics. I have also received many skills development trainings that I believe had prepared me for this position.

I have variety of working experience and admitted as an Attorney of the High Court of South Africa.

I have more than (10) ten year experience working for Chapter 9 Institutions in a Senior Management Position and employed by the **South African Human Rights Commission** as **Provincial Manager**- Limpopo Province since July 2012.

My strong interpersonal skills and investigation were developed by my involvement in the management of IPID, Commission for Gender Equality, South African Human Rights Commission and other Organizations that I have worked for, as it appears on my CV attached hereto.

I believe that these skills in addition to my degrees had developed me to become a valuable contributor to the Office of the Public Protector. I am always eager to learn and determined to serve our people as I am currently doing in Limpopo Province.

I declare that, if it happens that I am appointed to the position of Deputy Public Proctor, I will serve South African to the best of my ability without fear or favor.

Thank you very much for believing and showing confidence on my capabilities.

Yours faithfully,



Mavhidula Azwidini Victor

Attached find copies of my cv and
qualificatic
Contact nu

1. PERSONAL DATA

Surname: Mavhidula
First Names: Azwidini Victor
Date of Birth:
ID No:
Physical address:

E-mail address:

Cell:
Tel (work):
Gender: Male
Nationality: South African
Marital Status: Married
Health: Excellent
Church attended: Holiness Christian Church
Criminal Offences: None
Drivers Licence: Code 10 (Own car)
Home language: Tshivenda
Other languages: English, IsiZulu, Sesotho, Setswana and Tsonga

PROFESSION:

- Admitted Attorney of the High Court of South Africa
- Principal – Law Clinic SAHRC Limpopo Provincial Office
- Appointed Curator *ad litem* by Thohoyandou High Court 2009
- A member of The Institute of Directors in Southern Africa
- Accredited Mediator (Conflict Dynamics)

2. HIGH SCHOOL EDUCATION

High school attended: Mphaphuli High School
Postal address: P/Bag X 2212
Sibasa, 0970
Tel: (015) 963 1218
Highest standard passed: Matric (Std 10)
Year: 1994

3. TERTIARY EDUCATION

Institution 1: University of Durban-Westville
Tel: (031) 260 7111
Degrees: BProc and LLB (Postgraduate)
Year: 1997 to 2001

Short Courses/ Training

Institution 2: ML Sultan Technikon

Tel: (031) 308 6739
Course: English for Legal Professionals
Year: 2002

Institution 3: University of Pretoria

Short Course/ Training: Judicial Enforcement of Socio Economic Rights in Africa

Year: 2015

Short Course/ Training: Training & Dialogue on Sexual Minority in Africa

Year: 2016

Institution 4: International Senior Lawyers Project

Short Course/ Training: 1. Trail Advocacy and Mediation (Certificate)

2. Case Management Skills (Certificate)

Year: 2012

Institution 5: REGENESYS BUSINESS SCHOOL

Tel: 011603 0300

Year: 2007

Short Courses Certificates: 1. Personal, Team and Organizational Effectiveness Skills Course
2. Facilitation and Presentation Skills Course
3. Public Finance Management for Non- Financial Managers Course
4. Project Management Course

Institution 6: KUMALO GREEN TRAINING

Course Completed: People Management and Supervisory Skills

Year: 2019

Institution 7: CGF RESEARCH INSTITUTE

Certificate: Understanding Good Governance in a Business Environment

Year: 2019

4. WORKING EXPERIENCE

Employer 1: SOUTH AFRICAN HUMAN RIGHTS COMMISSION (SAHRC)

Position: Provincial Manager (Limpopo Province)

Duration: July 2012 to date

Tel: (011) 877 3600

Responsibilities: Managing the Provincial Office which includes the following:

Ensure the smooth running of the SAHRC office and execution of the mandate, Assessing all complaints of alleged human rights violation received by SAHRC in the Province, Leading investigation of alleged human rights violation in the Province, Drafting investigative Reports on human rights violation, Guiding Equality Court litigation in the Province, Represent the SAHRC in the Province, Conducting educational programme on human rights in the Province, Monitoring the observance of human rights in the Province, Collating information for the purpose of research in the Province, Managing SAHRC Stakeholders such as C9 Institution and conducting stakeholders engagement in the Province, Media engagement on behalf of SAHRC in the Province,

Implementation of SAHRC policies in the Province; Submitting monthly Reports to the Head Office; Supervising and guiding all staff members in the province, Managing the SAHRC assets and budget in the province; Ensuring compliance with PFMA on spending the Provincial budget.

Employer 2 **COMMISSION FOR GENDER EQUALITY (Head Office)**

Position 1: **Acting Head of Legal Department**

Duration: (1st September 2007 to 30th June 2012)

Responsibilities: Managing Legal Department which includes the following:

Ensuring smooth running of the Legal Department, Providing guidance to all Legal Officers in all 9 Provinces, Developing Investigative Reports, Supervising all staff in the Legal Department, Providing Legal Advice to Senior Management Committee and Commissioners, Managing Contracts, Negotiating Service Level Agreements with Service Providers on behalf of the CGE, representing CGE when appearing before Parliament Portfolio Committee, Developing Complaints Handling Procedures, ensuring the executing of the CGE legal mandate and implementation of the policies within the Legal Department, ensuring litigation on behalf of the Complainants

Reasons for leaving: **Better offer**

Employer 3: **MAVHIDULA ATTORNEYS**

Position: Managing Director

Duration: April 2009 to July 2012 (Part-Time)

Responsibilities: Practicing as an Attorney which includes (appearing in court representing clients, drafting legal opinion and providing legal advices)

Reason for leaving: Work load at the new employer

Employer 4: COMMISSION FOR GENDER EQUALITY

Position 2 Senior Complaints Officer

Duration: (1st February 2007 to 30th June 2012)

Tel: 011 403 7182

Responsibilities: Investigating gender related complaints, Monitoring and evaluating Government's *old and new* legislations if they comply with the Gender Equality, Monitoring the implementation of Gender policies in the Government Departments and Private sectors, representing CGE in stakeholders meeting, providing legal advice to members of the public, stakeholders management, including other C9 institutions.

Reason for leaving: Better offer

Position 3: Acting Provincial Coordinator and Legal Officer (Free State Province)

Duration: 1st July 2006 to 31st January 2007

Responsibilities: Managing Free State office of the CGE which includes the following:
Supervising all the staff members in the Provincial office, providing legal advice to the public, Investigating gender related complaints and handling complaints lodged to our office by members of the public, conducting workshops on gender related legislations and topics, managing CGE stake holders in the Province.

Reason for leaving: Better offer

Employer 5: INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)

Position: Assistant Provincial Head (Northern Cape)

Duration: 1st May 2005 to 30th June 2006

Responsibilities: Appointed to act as a Provincial Head on several occasion, assisting the Provincial Head in managing the IPID provincial office, ensuring the compliance with the PFMA. Drafting provincial budget, Assets management, stakeholders management, Investigating high profile cases, provide guidance on investigation, supervising all investigators, monitoring, administration and complaints registry in the province, providing training on Domestic Violence Act to SAPS members, overseeing community outreach programs in the province.

**A member of Service Delivery Committee in the Department
(Batho Pele Committee)**

Reason for leaving: Better offer

Employer 6: UNIVERSITY OF SOUTH AFRICA (UNISA)

Position: Part-Time Tutor
Duration: January 2006 to December 2006
Centre: Kimberley
Tel: 053 832 6589
Courses: Introduction to the Theory of Law 1 and 2

Reason for leaving: Contract expired

Employer 7: FLUXMANS ATTORNEYS

Position: Candidate Attorney

Duration: January 2003 to 2005 (February)

Responsibilities: Appearing in Motion Court, Bail Application, Insolvent Inquiry and Private prosecution, Provide legal advice and drafting of Commercial Contracts for clients in the following areas: Law of property, Estate law, Commercial law, Criminal law, appearing on behalf of clients in civil and criminal courts.

Contact person: Mr. Ari Soldatos
Tel: (011) 328 1700

Reason for leaving: Completion of Articles of clerkship

Employer 8: CELLMAX COMMUNICATION (PTY) Ltd

Position: Legal Advisor
Duration: 2002

Contact person: Mr. Gavin Koppel
(CEO)
Tel: 084 777 7008

Responsibilities: Providing legal advice to the CEO and Managing Director, drafting and negotiating Commercial Contracts.

Reason for leaving: To Serve Articles of clerkship

Employer 9: FC Group CC

Position: Legal Advisor and Human Resources Manager
Year: 2002

Tel: (011) 434 3304

Responsibilities: Office Manager, Providing legal advice to the company, representing the company at the CCMA and conducting disciplinary hearings,

Reason for leaving: Better offer

Employer 10: UNIVERSITY OF DURBAN-WESTVILLE

Position: Tutor
Courses Labour Law and Political Science

Faculty of Law

Year: 2001

Tel: (031) 260 7111

Reason for leaving: Contract expired

Employer 11: OMEGA HOLDINGS (PTY) Ltd

Position: Human Resources Clerk

Year: 1996 to 2000 (part time)

Reason for leaving: To further my studies

Employer 12: HOUSE PROUD (PTY) Ltd

Position: SALES AGENT

Year: 1996 (February to December 1996)

Tel: (011) 331 6830

Responsibilities: Selling House Proud Health Products

Reason for leaving: Better offer

5. OTHER EXPERIENCES:

- Representing Commission for Gender Equality in Geneva 2011 when SA Government presented its CEDAW Report before UN-CEDAW Committee
- Lecture Presentation on African Renaissance - UDW
- Presentation on SA African Constitution and Human Rights Protection-SADTU Conference 2010
- Invited by the Law Society of South Africa to make presentation on the Woman's Month Workshop 2005, topic: The Impact of Domestic Violence in SA- Northern Cape.

6. COMPUTER SKILLS: Internet, MS Words, MS Excel, MS Power Point, MS Outlook and Typing (own computer)

7. AWARDS:

1. University Council Bursary 2001
2. Cellmax Communications Scholarship 2001
3. OMEGA Holdings Scholarship 1997

4. House Proud Achievement certificate 1996

8. LEADERSHIP ROLES:

A. University of Durban-Westville

2001	Chairperson	SRC Commission of Enquiry (for 2000/2001 SRC Budget) involving R1, 4 million
2000	Chairperson	S- Block Residence Commission of Enquiry
1999/ 2000	General Secretary	Black Lawyers Association Student Chapter (UDW Branch)
1998/ 1999	Deputy Chairperson	Law Student Council

B. KwaZulu Natal Province

2001	Secretary for Steering Committee for re-launching ANC-YL UDW Branch
1999/ 2000	Provincial Deputy Chairperson SASCO KZN
1999	SASCO Deployee to the ANC-KZN Provincial Elections Committee
1998/ 1999	SASCO Regional Chairperson (Durban Region)
1997/ 1998	SASCO Information and Publicity Officer and Treasurer (UDW Branch)

9. INTEREST AND HOBBIES:

Playing soccer, chess, debate and reading

10. REFERENCES:

1. Name: **Mulalo Ronald Razwinani**
Organization: **Premier Soccer League (PSL)**
Position: **Company's Secretary**
Tell:
Cell:

Employment References

2. Name: **Keketso Maema**
Organization: **Commission for Gender Equality**
Position: **Chief Executive Officer**
Tell:
Cell:

3. Name: **Mr. Gavin Koppel**
Company: **Cellmax Communications (PTY) Ltd**
Position: **CEO and Managing Director**
Cell: