

Vhonani Ramaano

From: Janice Thc
Sent: Friday, 20 September 2019 13:34
To: Deputy Public Protector Position
Subject: Nomination for the DPP - Zarina Kellerman
Attachments: Motivation.pdf; CV.pdf

Good day Mr Ramaano

I attach the nomination form for Adv. Z Kellerman.

I believe that she would make an excellent DPP.

Regards
Janice Thomson

Zarina Kellerman

Dear Sirs

IN RE: NOMINATION FOR THE OFFICE OF DEPUTY PUBLIC PROTECTOR

I accept this nomination for the Office of the Deputy Public Protector. I believe that part of me doing so, will require that for the first time in 7 years, I stand up for myself and for my name.

When I was nominated for the position of Public Protector in 2016, I did not know what I know now. The short explanation below will give you an understanding of why I feel it necessary to premise this acceptance of nomination letter with a bit of context.

In 2010, I would have been considered a 'catch' by every means – a young, black, female attorney with a great deal to offer the legal profession; well-educated and well suited for most senior positions.

For the next 7 years, I would take a stand for my country and in the process, lose my reputation and good name by virtue **only** of being associated with the most controversial administration in our country's history. Please note that I had come from the private sector having no political affiliations and connections and found myself working in a quasi-public and then senior public role - this could only have been by the grace of God but has had serious personal consequences for me.

I sought to serve my country with integrity but got caught in the political misfire. For the last 2 years, I have experienced every known rejection which would result in a situation of extreme financial distress. Going from the cream of the crop to *persona non grata* is enough to jolt any soul and make one take stock. All of this by virtue of accepting two positions where I truly believed I would be making a difference to South Africa.

I mention all of this, not to seek your empathy or pity, but to say this – the last 9 years (specifically) has prepared me for a position of this nature. I understand controversy, I understand the public sector and how it works, I understand the private sector, but more importantly, I hear the cry of South Africa.

Anyone who knows me will know that I have very little political association. I answer to a Higher power and His power only. You may find my statement strange, some may even find it funny, but know this – there are millions of South Africans, who have a deep sense of Godliness and understand what I say and feel the same.

I have no doubt that there will be people who would object to my appointment but one does not hold senior positions and seek to make legitimate decisions without making people

uncomfortable. But my truth is this - there are more who stand with me, than there are who stand against me. South Africans stand in prayer every day for a people who will lead this country with integrity, a sense of honour and servant hearts. I believe that I am one of those people.

As a result, and with all humility, I accept the nomination for the position of Deputy Public Protector. I believe that I have been pressed to the point of being independent and impartial to be able to perform any function entrusted to me without fear or favour or prejudice.

Sincerely
Zarina Kellerman (nee Prasadh)

A handwritten signature in cursive script, appearing to read 'Zarina', written in dark ink on a white background.

CURRICULUM VITAE

**ADV ZARINA KELLERMAN
(Nee PRASADH)**

PERSONAL INFORMATION

Surname Kellerman (Nee Prasadh)
 Full names Zarina
 Citizenship South African (female of Indian origin)
 Identity Number
 Email
 Telephone

QUALIFICATIONS

Qualification	Institution	Year
BA	University of the Witwatersrand	1997
LLB	University of the Witwatersrand	1999
Admission as an Attorney	High Court of South Africa, TPD	2003
Arbitrator	Association of Arbitrators	2008
International Mediator	Centre for Effective Dispute Resolution UK	2011
UN Cross-Border Mediator	UNITAR	2011
Executive Coach	University of Cape Town	2015
Admission as an Advocate	High Court of South Africa, Gauteng Division	2015

CHRONOLOGICAL PARTICULARS OF EMPLOYMENT

Name of Employer	Position	Period
Edward Nathan & Friedland and Knowles Husain Lindsay Inc	Candidate Attorney	Jan 2000 – Dec 2002
Knowles Husain Lindsay Inc	Associate, Senior Associate	Jan 2003 – June 2005

Routledge Modise Inc	Senior Associate	June 2005 – Jan 2006
Routledge Modise Inc	Salary Partner	Jan 2006 – Dec 2008
Eversheds (change of name from above)	Equity Partner and Partner in charge of the Asia desk	Jan 2009 – Aug 2010
Association of Arbitrators	Chief Executive Officer	Sep 2010 - Dec 2012
Lady Justice (Pty) Ltd	Legal Consultant	Jan 2013 – July 2013
Alexkor SOC Limited	Chief Legal Officer	Aug 2013 – Oct 2015
Department of Mineral Resources	Special Advisor to the Minister	Nov 2015 – Feb 2018
Baruch Legal (Pty) Ltd	Director	March 2018 to date

Specific detail of the abovementioned employment history (in particular management roles) is set out as follows:-

- Baruch Legal: A Legal and Advisory consulting company which specializes in Corporate Governance and SMME development.
- Special Advisor to the Minister: Areas of expertise include legal, regulatory framework and governance. I have acquired knowledge and skill the following areas:-
 - Development and implementation of government policies;
 - Communicate with government officials at all levels;
 - Accompanying alternatively representing the Minister at international engagements including the European Commission and OECD;
 - Exercising oversight over all the legal and governance matters of the Department including SOE oversight on behalf of the Minister.
- Chief Legal Officer and Company Secretary at Alexkor SOC Limited: Oversight responsibility for all of the SOC's legal, compliance, corporate governance and company secretarial functions. I was the interface for the company with the Department of Public Enterprises' legal and governance units and quickly

became *au fait* with the PSA, PFMA and other relevant legislation. I was also able to communicate with government officials at all levels.

- Lady Justice (Pty) Ltd: Consulting services to companies, SOEs and Government on legal, compliance, corporate governance and company secretarial matters. Mediation of commercial disputes between Government Departments in terms of the Inter-Governmental Relations Framework Act and with various SOEs.
- Association of Arbitrators: Operationalising the organisation in an attempt to paradigm shift, dealing with issues around incorporation, corporate governance and staffing, improving internal Committees, their composition and the manner in which they are run to ensure productivity, expanding the expertise of the organisation into other lucrative areas of commercial interest, expanding the training offered by the organisation into other areas of commercial interest and putting in place the required training programmes, engaging with industry participants, with clients and with individual members and marketing the organisation locally, regionally and internationally. The AoA taught me not only how to run but how to build a productive environment.
- Eversheds SA: Duties as a partner included:- heading my own team of 15 including admin staff, candidate attorneys, associates and senior associates. The firm's staff component was approximately 560, divided into departments. Each department was then divided into teams. It required running a successful practice in the areas of general commercial litigation with an emphasis on construction, mining and public sector governance. I built expertise in the PFMA, MFMA and other related legislation. I also learnt how to manage teams and more particularly, people and their expectations.

OTHER RELEVANT EXPERIENCE

Qualification / Position	Institution	Year
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I developed and lectured a course on HIV/AIDS Law	University of the Witwatersrand	2002 – 2004*
Course coordinator and trainer for the first year correspondence course	Association of Arbitrators	2008 – 2013
Trainer, assessor and coach for the CEDR course	Conflict Dynamics (Pty) Ltd	2011 to date
LEAD Trainer on ADR	Law Society of the Northern Provinces	2011 – 2013

SKILLS

Skills and/or expertise developed over the past 16 years include:-

- General leadership oversight
- Negotiation skills
- Communication skills
- Presentation skills
- Compliance and Corporate Governance expertise
- Project Management skills
- Corporate and commercial law and litigation expertise
- Mining law expertise
- Dispute resolution skills and expertise

A DDI Myers-Briggs* leadership assessment done in 2014 revealed the following:-

- Setting the strategic direction of an organisation is one of my strongest skills
- I am able to think conceptually and analytically
- Despite the pressure of the environment, I am able to produce work of high quality and output
- I am authoritative and decisive and deal confidently with organisational problems

*Available on request

MEMBERSHIPS

- Businesswomen's Association
- WiMSA (Women in Mining)
- Association of Arbitrators
- International Bar Association (IBA)
- London Court of International Arbitration (LCIA)
- Associate of the Chartered Institute of Arbitrators (CIArb), UK
- Arbitration and Mediation Panel member for the Law Society of the Northern Provinces
- Arbitration and Mediation Panel member for the MCCI Permanent Arbitration Court

BOARDS AND TRUSTS

- Director of the Teddy Bear Clinic for Abused Children, 2006 to 2010
- Director of the Association of Arbitrators, 2010 to 2012
- Trustee of the Italtile BEE Trust, 2007 to 2010
- Director of Eversheds SA Pty (Ltd), 2006 to 2010
- Currently a director of 5 companies – Kellerman Consulting (Pty) Ltd (100%), ZK Consulting (Pty) Ltd (100%), Baruch Legal Services (Pty) Ltd (100%)
- Currently a Trustee of the Baruch Trust

MISCELLANEOUS

- Published various papers over the years – these are all available on request.
- Received two nominations in the Top Women in Business and Government publication.
- Lectured for the Chartered Institute of Secretaries on public sector governance.

- Coach and assessor for Conflict Dynamics (Pty) Ltd, coaching and assessing commercial mediators.
- Elder in Every Nation Church Ruimsig and I assume responsibility, from time to time, for various pastoral and prophetic ministry training, courses and other activities.
- Member of the Financial Advisory Board for Every Nation Church Ruimsig as well as Every Nation Church Johannesburg.
- Mentor and life coach to a group of 10 young adults – all in the early stages of their careers.

REFERENCES

1. Professional: Advocate Azhar Bham SC, Victoria Mxenge Group of Advocates
2. Personal: Pastors Andrew and Carol Gossman, Every Nation Church Ruimsig

(Contact details to be provided on request)

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