

1. PERSONAL AND PROFESSIONAL DETAILS	
SURNAME	Fazel
FIRST NAME	Imtiaz
IDENTITY	
CONTACT	
HOME ADDRESS	
DATE OF BIRTH	
NATIONALITY	South Africa
SIGNIFICANT QUALIFICATIONS	Master in Security Studies (University of Pretoria)
	Bachelor of Accounting Science - BCompt
	Post Graduate Diploma in Accounting
	Post Graduate Diploma in Forensic Examination
PROFESSIONAL BODIES	South African Institute of Chartered Accountants CA (SA)
	Independent Regulatory Board for Auditors (de-registered)
	Institute of Internal Auditors, and Public Finance (past)

2. EDUCATIONAL BACKGROUND	
Benoni Primary School (Actonville, Benoni)	1972- 1978
William Hills Secondary School	1979- 1983
University of South Africa - Bachelor of Accountancy Science	1985- 1988
University of the Western Cape: Post Graduate Diploma in Accounting	1990- 1991
Auditors Board Examinations, Board admission (Auditing, Finance, Commercial and Income Tax Law)	1995
University of Pretoria: Post Graduate Diploma in Forensic Examination	2000
Master in Security Studies	2012
Strategic Theory (Elective)	2008
Internal Conflict (Elective)	2008
National Security (Elective)	2007
Strategic Intelligence and Threat Perception (Elective)	2007

3. PROFESSIONAL BODIES	
Membership - South African Institute of Chartered Accountants - Public Accountants and Auditors Board - Institute for Internal Auditors	Current Past Past

4. LEADERSHIP DEVELOPMENT		
<u>Leadership & Strategy Development (Short courses):</u> <ul style="list-style-type: none"> • Kimberley Clark Corporation. • Deloitte & Touché. • Steven Covey. • Colin Hall. <u>Corporate Governance:</u> <ul style="list-style-type: none"> • Corporate Governance Institute. • Institute for Performance Management. • Risk Management Institute. • Service Delivery Improvement Plan (SDIP) DBSA • King Code of Corporate Governance (King III and IV). • Governance, Risk & Ethics by Judge Mervin King. 		1990-2019

5. EMPLOYMENT HISTORY	
2020 -	Director-General (Acting): Department of Public Works and Infrastructure
2015-2020	Department of Public Works - Deputy Director-General Governance, Risk and Compliance
2018 (Jun-Jul)	Acting Director-General of the Department of Public Works
2014	Department of Public Works - Deputy Director-General Governance, Risk and Compliance (acting)
2013	Deputy Director-General in the Office of the Director-General, State Security Agency
2004-2012	Chief Operating Officer: Office of the Inspector-General for Intelligence (Deputy Director-General)
2002-2003	Acting Chief Operating Officer: Office of the Inspector-General for

	Intelligence
1997- 2002	Consultant to the Ministry for Intelligence Services
1998- 2002/3	Private Practice - Fazel and Associates Private Practice - Fazel Sondiyazi INC
1992- 1997	Completed articles for Auditors Board Examinations and Partner emerging audit firm: IP&A (1995-1997)
1990-1991	Part time lecturership at University of the Western Cape and full-time study
1989	Head of Finance: Kimberly Clark Corporation International
1986- 1988	Commenced articles Price Waterhouse (PW)

6. CAREER HIGHLIGHTS 1986 - 2021: IN THE PRIVATE AND PUBLIC SECTORS

(OUTSIDE THE SECURITY SERVICES)

PRESENT TO PAST

2020 -	<p>Institutionalized the Turnaround Programme of the Department to establish an Ethical and capable DPWI, improves its operations and capacity; This includes:</p> <p>A Change Management Programme; A Service Delivery Improvement Programme (SDIP); A Business Process Management Programme; An Enterprise resource planning (ERP) Fast Track Programme; A review of the Macro Business and Delivery Model of the DPWI; An Ethics & Compliance, Infrastructure and Consequence Management Unit; A Contract Management and Monitoring Capability; An Organisation Wide Skills Assessment; An Organisation-wide maturity within Strategic Planning; Clean Audit.</p> <ul style="list-style-type: none"> • Improve Audit Outcome and Performance of the DPWI • Stabilize the Cluster System and successfully implemented the Anti-Corruption Strategy
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	Instituted the land release program including the tabling of the Expropriation Bill in Parliament
2015-2019	Developed and implemented a <u>Governance, Risk and Compliance (GRC)</u> , Ethics and Integrity Management framework for the Department of Public Works & Infrastructure (DPWI)
	Developed the universal <u>Outcomes based Public Sector Governance Framework</u> , in alignment with the King IV Code on Governance
	Developed and implemented the holistic <u>Anti-Corruption strategy</u> for the Department of Public Works & Infrastructure (DPWI)
	Directed the implementation of the <u>Strategic Planning and Performance Monitoring</u> frameworks for the Department of Public Works & Infrastructure (DPWI) and Public Entities in the Built Environment
	Implemented a <u>Performance and Fraud Risk Management</u> strategy in the Department of Public Works (DPWI) to improve operational performance and mitigate fraud risk
	Developed and implemented the <u>Compliance Oversight of the Public Entities</u> in the Built Environment (Independent Development Trust, Construction Industry Development Board, Council for the Built Environment and Agreement South Africa), including the six Built Environment Professional Councils
	Managed the <u>Intergovernmental Relations Framework</u> (Minister and MEC's) for the concurrent Public Works function (until March 2016)
	Developed and implemented the <u>Operation Bring Back (OBB)</u> Strategy and Programme for the DPWI and Provincial custodians of state owned land and property to recover lost and stolen state-owned properties
2002	Appointed to the Board of Directors of the mass owned economic empowerment arm of the Black Information Technology Forum (BITF)
2003	Appointed to the Board of Directors of a German owned Multi-

	National Company representing a BBEE investment initiative
2000-2003/4	Conducted an audit of the <u>Department of Justice</u> on behalf of the Auditor-General
	Conducted an audit of the <u>Department of Finance and Economic Affairs</u> on behalf of the Auditor-General
	Conducted an audit at the <u>Presidency</u> on behalf of the Auditor-General
	Conducted an audit of the <u>City of Johannesburg</u> on behalf of the Auditor-General
	Conducted an audit of the <u>National Electricity Regulator</u> on behalf of the Auditor-General
	Conducted an audit of the <u>Education Labour Relations Council</u> on behalf of the Auditor-General
	Conducted an investigation into the backlog in the investigation and prosecution of economic crime in South Africa on behalf of the Auditor-General
	Conducted investigations into the appointment of liquidators by the respective Masters of the Court in the nine provinces on behalf of the Auditor-General and the <u>Department of Justice</u>
	Retained by the Auditor-General and the <u>Department of Defence</u> for an opinion on due process in the Boeing Vs Airbus procurement options in the acquisition of the Presidential Jet: Project Jarmen
2002-2003	Retained by the <u>Department of Trade and Industry</u> for the investigation of economic crimes perpetrated within the activities of public entities established in the furtherance of the broader mandate of the department and within the various arms of the department itself (Innovation Fund, Trade and Industry South Africa, Consumer Council etc.)
2002-2003	Retained to carry out the Internal Audit of the <u>Office of the Public Protector</u> jointly with PriceWaterhouseCoopers (PWC)

1998-2003	<u>Public practice</u> and consultancy focused on the creation of new small businesses with emphasis on black economic advancement in the South African Economy
1998	Secondary Transaction Advisor in the first and only Equity participation of South Africans in a foreign owed Multi-National
1998-1999	Retained by the <u>Office for Serious Economic Offenses</u> for the Investigation of serious Economic Crime
1998	Team Leader including IBM and Deloitte and Touché of a Review of the functioning of Information Technology in the <u>Gauteng Provincial Government</u>
1997-1998	Investigation on behalf of the <u>Office of the Premier</u> in the Gauteng Provincial Government of fraudulent IT contracts awarded by the former Transvaal Provincial Administration prior to the elections of 1994
1995	Acted as advisor/task team member to the <u>Public Service Commission</u> on the development of a new vision for Information Technology in the Gauteng Province
1995	Member of the ABASA group conducting the first major audit by black auditors in South Africa (<u>Transnet</u>) - part responsibility for Metro Rail and Spornet
1993/4	Financial advisor: SANCO, ANC, Cosatu, SACP (non-statutory side) in the Greater Germiston and Greater Benoni in negotiations for the development of a new dispensation for Local Government. Assisted the non-statutory component in the Greater Pretoria region
1991	Engagement initiatives on behalf of the Association for the Advancement of Black Accountants in South Africa (ABASA): Development assistance to small business in the Western Cape. Assistance with the development of Support systems for the Bishop Tutu Fund at University of the Western Cape
1989	Head of Finance: Kimberly Clark Corporation

1986 - 1988	Audit Team member: Sun International Hotels Division, Kellogg Group, Shell South Africa, Unemployment Insurance Fund, Tongaat Hullett Group
1986	First black person engaged in articles contract at Price Waterhouse Germiston

7. CAREER HIGHLIGHTS 1996 -2013: IN THE INTELLIGENCE COMMUNITY PAST

1997- 2002	Served on a consultancy to the <u>Ministry for Intelligence Services</u> , responsible for Oversight, Special Investigations and Projects
1997- 2002	Review of Legislation, within areas of expertise and advising the Minister on pending legislation before Cabinet
1997- 2002	Review of Submissions of the Intelligence Services, within areas of expertise and advising the Minister on possible options and deviations
1997- 2002	Assistance to the former Inspector-General on behalf of the Minister of Intelligence Services
1997- 2002	Evaluation of the submission of the Auditor-General to the <u>Truth and Reconciliation Commission</u> on the Secret Services of the Apartheid era on behalf of the Minister
1997- 2002	Assisted the Minister with <u>liaison with the Auditor-General</u> and directing the Services to undertake measures addressing adverse findings of the Auditor-General
1997- 2002	Assisted the Head Ministerial Services with the Review and Assessment of the <u>Budget of the Intelligence Services</u> and with Budget Speeches
1998	Conducted investigations into selected <u>Covert Structures and Operations in the National Intelligence Agency</u>
1999	Conducted investigations into <u>Covert Structures in the South African Secret Service</u>
2002- 2003	Appointed Acting Chief Operating Officer in the Office of the Inspector-General for Intelligence with the mandate to establish the

	Office from scratch pending the appointment of an Inspector-General
2002-2009	<u>Appointed Chief Operating Officer</u> responsible for the development and implementation of strategies necessary for the execution of the statutory role and function of the Inspector-General; command and control over the activities of the Office of the Inspector-General and developing and maintaining relationships and ongoing communications with all stakeholders, in consultation with the Inspector-General
2002-2009	Member of various <u>Ministerial and other task teams</u> and initiatives investigating reform of the intelligence services
2004-2008	Delegate representing the Office of the Inspector-General at <u>international oversight conferences</u>
2002-2009	In support of the Inspector-General, conceptualized, conducted and directed various investigations (including those arising from complaints received from members of the Services and the Public), performance reviews and compliance assessments; inquired into alleged unlawful intelligence activities, intelligence failures and related <u>oversight activities within the National Intelligence Agency (NIA), the South African Secret Service (SASS), the National Communications Centre (NCC), the Office for Interceptions Centre (OIC) and the Intelligence divisions of the South African National Defence Force (SANDF-DI) and South African Police Services (SAPS-CI)</u>
2003	Conducted investigations into covert structures inherited by the Intelligence division of the South African National Defence Force from the <u>former Military Intelligence</u> as part of an investigation team with the parliamentary Joint Standing Committee on Intelligence (JSCI)
2004-2009	Responsible for the development of Methodologies for Operational Intelligence Oversight in the Office of the Inspector-General
2006-2008	Supported and co-authored the submissions of the Inspector-General made to the <u>Khampepe Commission</u> on the Directorate of Special Operations, the Ministerial Legislative Task Team and the Matthews

	Commission on the Regulation of the Civilian Intelligence Community
2006	<u>International Intelligence Review Agencies Conference: Cape Town 2006</u> : Chairperson Host Committee and chief organizer on behalf of Joint Standing Committee on Intelligence and Inspector-General
2008-2010	Responsible for the conceptualization and implementation of the certification function of the Inspector-General, providing assurance to the Ministers of State Security, Police, Defence and Military Veterans and the Joint Standing Committee on Intelligence on the performance and legal conduct of the Intelligence Community
2013	Conducted evaluations of major studies on the practice of Intelligence in South Africa in support of the Office of the Director-General as input into the national security strategy and possible White Paper on Intelligence (<u>including the Pikoli Review Commission; the Commission on Conditions of Service in Intelligence; Mathews Commission; Submissions to the Presidential Intelligence Budget Advisory Committee etc.</u>)
2014	On <u>secondment</u> from the SSA to support the Department of Public Works with its Turnaround

8. SIGNIFICANT TASK TEAM MEMBERSHIPS AND OTHER REPRESENTATIONS, PRESENT AND PAST

YEAR	TASK TEAM OR REPRESENTATION	NATURE OF REPRESENTATION
PRESENT		
2020 -	<ul style="list-style-type: none"> • JCPS • FOSAD • ESIEID • NATJOINTS COVID-19 • IMC Land Reform • ESKOM DG Technical Task Team 	DPWI Representative

	• ESKOM Political Task Team	
2015 - 2019	Justice, Crime Prevention and Security DG Cluster	DPW Representative
2014	Anti-Corruption Working Group	DPW Representative
2014-2015	NEDLEC	DPW Representative
2017-2019	Governance, State Capacity and Institutional Development DG Cluster	DPW Representative
2015-2016	Built Environment Oversight Committee	Chairperson
2016-2019	Departmental Committees <ul style="list-style-type: none"> • Accountability Management • Governance and Ethics Committee • Risk Management Committee 	Chairperson Chairperson Member
2016-2019	Ethics Champion (appointed in terms of the Public Service Act)	Ethics Champion
PAST		
1998	Gauteng Provincial Service Commission on Information Technology	Member
1998	Ministry for Intelligence Services: 'Food for Thought' workshop with the civilian Intelligence Services	Participant
1999	National Intelligence Agency: Strategy Workshop on Economic Intelligence	Member
2001-2002	Presidential Intelligence Budget Advisory Committee (PIBAC)	Support to Minister
2002	Strategic Workshop of the Joint Standing Committee on Intelligence: Stellenbosch	Representative of the Office of the Inspector-General

2003	Investigation of the Joint Standing Committee on Intelligence into Covert Operations/Structures in the intelligence division of the South African National Defence Force	Member of Task Team
2004	International Review Agencies Conference - Washington, USA	Delegate: RSA
2004	Lekgotla of the Minister for Intelligence Services with the Civilian Intelligence Community	Representative of the Office of the Inspector-General
2005	Ministerial Task Team on support service and accountability reform for the civilian intelligence community	Chairperson
2005	Intelligence Community Workshop on Intelligence Failures and Unlawful Intelligence Activities	Chairperson
2005	Workshop on a National Security Strategy and National Security Management System for South Africa	Representative of the Office of the Inspector-General
2005-2009	The Oversight Forum (with the Intelligence Services)	Co-Chairperson
2006	Ministerial Task Team on regulation of the conduct of Political Intelligence	Member
2006	Ministerial Legislative Task Team	Oversight representative
2006	International Review Agencies Conference - Cape Town, South Africa	Delegate: RSA
2007-2009	Intelligence Shared Services Board	Member
2008	International Review Agencies Conference -	Delegate: RSA

	Auckland, New Zealand	
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9. ROUND-TABLES, STUDY GROUPS AND COURSES ON INTELLIGENCE AND INTELLIGENCE OVERSIGHT AND GOVERNANCE (PUBLIC SERVICE)

	COUNTERPART	TOPIC	VENUE
2005	Inspector-General: US Central Intelligence Agency	Intelligence Oversight Practices, assessment of effectiveness of intelligence programmes	Round-Table Washington, USA
2005	Inspector-General: US National Security Agency	Oversight of Signals Intelligence/Interceptions	Round-Table Washington, USA
2005	Inspector-General: US Defence Intelligence Agency	Intelligence Oversight Practices	Round-Table Washington, USA
2005	Australian Ambassador Greene: Chairman of the Australian Commission on the performance of the Australian Intelligence Services	Evaluating Intelligence Performance and Policy Support	Presentation Pretoria
2005	Sudanese Intelligence Service	The use of covert funding and private commercial interests to fund covert intelligence activity	Presentation Pretoria
2002-	University of Pretoria	IT Forensics, Money	Workshop

2006		Laundering and International Terrorism	Participant
2006	Inspector-General: Canada	Certification of the Intelligence Services	Information Exchange Cape Town, South Africa
2006	Deputy Inspector- General: US Defence Intelligence Agency	Performance Review of foreign stations/operations	Presentation Johannesburg, South Africa
2006	Intelligence Practice, Espionage	Admiral Dieter Gerhard (Ret.)	Lectured Course Pretoria
2007	Office of the Prime- Minister: German Republic	Intelligence support to Policy	Presentation Berlin, Germany
2007	Deputy Coordinator for Intelligence: United Kingdom	Intelligence and User Requirements	Presentation London, United Kingdom
2007	Deputy Commissioner for Interceptions: France	Oversight of Targeted Interceptions for Intelligence Gathering	Presentation Paris, France
2007	Independent Oversight Committee: Belgium	Oversight Practices, Procedures for Investigations	Round-Table Brussels, Belgium
2007	Interior Ministry, Office for Police Oversight, France	Practices for processing complaints from members of the Public	Presentation Paris, France
2007	Shared Services	Support Services	Conference

			Participant, Johannesburg
2008	Communications Security Establishment: Canada	Oversight of Signals Intelligence/Interceptions	Information Exchange Auckland, New Zealand
2008	Inspector-General: Australian Intelligence Services	Intelligence Oversight Practices	Round-Table Canberra, Australia
	Defence Signals Directorate: Australia	Oversight of Signals Intelligence/Interceptions	Round-Table Canberra, Australia
	Office of the Prime- Minister, Australia	Intelligence user requirements	Presentation Canberra, Australia
2008	Hans Bourne: Academic on Intelligence Oversight	Malpractices in Security Screening	Information Exchange, Pretoria
2009	Peacekeeping in Africa	A Military perspective	Conference Participant, Johannesburg
2009	Intelligence Oversight Committee: Sweden	Oversight Practices	Information Exchange, Pretoria
2014	Strategic Management (Performance Management)	Managing for Results (SA and Canadian Governments)	Information Exchange, Ottawa, Canada

10. RESEARCH ON INTELLIGENCE PRACTICE AND OVERSIGHT (PUBLIC SERVICE)		
YEAR	AREA OF RESEARCH	NATURE AND FOCUS OF RESEARCH
2017- 2018	Outcome based Governance Framework	RSA Public Service
2017- 2018	Outcome based Integrity (Ethics) Framework	RSA Public Service
2017- 2018	Compliance Framework	RSA Public Service
2017- 2018	Public Entity Oversight Framework	RSA Public Service
2004- 2005	Comparative study of Vetting or Security Screening as a tool to assess the security competence of an individual and International Best Practice for Vetting	USA UK Canada
2005- 2007	Comparative study of the regulation, control and oversight of the use of Intrusive Measures/Powers, abuse of powers of collection, standards for the necessary or reasonable use of intrusive powers	US UK Netherlands
2005- 2008	Comparative study of Intelligence Service Assurance Practices, intelligence oversight and certification	Canada New Zealand
2006- 2007	Paper on the Certification of the Intelligence Services in South Africa	Documented Guidelines
2006- 2007	Paper on Reporting and Accountability of the Intelligence Services to the Executive and Parliament	Documented Guidelines
2006- 2007	Paper on Gathering Evidence in support of Intelligence Oversight	Documented Guidelines

2007	Corruption in South Africa	Documented Paper
2007	The concepts of National Security, State Security and Regime Security	Documented Paper
2007	Comparative study of interceptions legislation and interception practices: <u>Targeted</u> Lawful Interceptions	Canada USA UK
2007	Organized Crime Counter-Strategies	Documented Paper
2007	Insurgency and Counter-Insurgency	Documented Paper
2007	Economic Intelligence and Industrial Espionage	Documented Paper
2008	Classical and Contemporary Airpower	Documented Paper
2008	Comparative study of interceptions legislation and interception practices: <u>Bulk Signals</u> Interceptions	Canada US UK New Zealand
2008	Concepts of Political Violence and Revolution	Documented Paper
2008	Conflict Resolution in Africa, Structural Causes and Responses	Documented Paper
2008	Border Control responsibilities of the SAPS, reverting to the use of the SANDF for borderline control	Documented Paper
2009	The use of Under-Cover Operations for Crime Intelligence Gathering: Law and Intelligence Practice	General Research

11. PAPERS AND OUTREACH ON INTELLIGENCE OVERSIGHT		
YEAR	AUDIENCE AND FOCUS AREA	VENUE
2000-2009	The Intelligence Community: Presentations, Workshops and Outreach to top management on Intelligence Oversight directed at members and management	Pretoria Annually
2005-2009	South African National Academy of Intelligence: Intelligence Oversight and the Rule of Law for the Conduct of Intelligence	Pretoria, Mafikeng Annually
2005	Guidelines and best practice on models for Intelligence Oversight presented to the Malaysian Intelligence Services	Pretoria
2005	Guidelines and best practice on models for Intelligence Oversight presented to the Intelligence Services of the Western Sahara	Pretoria
2006	Guidelines and best practice on models for Intelligence Oversight presented to the Algerian Intelligence Services	Pretoria
2006	Workshop on Intelligence Oversight conducted with the warring parties, Sudanese Government and the Sudanese Peoples Liberation Movement	Pretoria
2008	Support to the Inspector-General in the provisioning of guidelines and best practice on models for Intelligence Oversight at the Conference of Intelligence and Security Agencies for Africa (CISSA)	Cape Town
2008	Published Paper: Institute for Security Studies, To spy or not to Spy? Intelligence Oversight	Johannesburg
2008	Published Paper: International Review Agencies Conference: Case Selection for Intelligence Oversight	New Zealand

12. SIGNIFICANT PARTICIPATION IN NON-CORE BUSINESS ACTIVITIES, NGO'S AND BOARDS OF DIRECTORS, PAST AND PRESENT

YEAR	BOARD OR ORGANISATION	NATURE OF ORGANISATION/PARTICIPATION
1983	Benoni Youth League (of the Benoni Student Movement), UDF affiliate	Member
1989-1990	Paper Pulp and Allied Workers Union	Member
1992-1994	SANCO, ANC, Cosatu and SACP (Non-Statutory): Transitional Local Councils, Greater Germiston; Greater Pretoria and Greater Benoni	Advisor
1994-1995	Elections Strategy and Canvassing Team: ANC Benoni Branch, National, Provincial and Local elections	Member
1998-2009	Black Information Technology Forum (BITF)	Member
1996-1998	Association for advancement of Black Accountants (ABASA)	Member
2002-2009	Black Information Technology Empowerment Company	Director, Public company
2003-2013	SAP South Africa	Director, Multinational
2003-2005	SAP Investment Trust	Director, Multinational
2006	ERP.Com	Director, Listed Company

2006- 2009	Queens High School	Chairman Governing Body