

NOMSA DLAMINI

SECURITY AND INTELLIGENCE RELATED COURSES

- 1986 - Department of Intelligence and Security (DIS) of the ANC: Intelligence
- 1989 - Stasi of the German Democratic Republic: Intelligence and Counter Intelligence
- 1994 - Zimbabwean Central Intelligence Organization (ZCIO): Intelligence Management
- 1995 - South African National Academy of Intelligence: Advanced Vetting Course
- 1997 - Cuban Intelligence Services: Counter Espionage
- 1998 - National Intelligence Academy: Operational Course
- 2000 - SACSA: Secure Communication and Cryptography
- 2001 - Central Intelligence Agency (CIA): Operational Tradecraft
- 2006 - SANDF Defense College: Executive National Security Program
- 2016 - Fingerprints Course
- 2017 - South African National Academy of Intelligence: Counter Intelligence

MANAGEMENT COURSES AND CONFERENCES

I have experienced various management and leadership training courses that have been critical in shaping the leader that I am where I disburse my leadership and management roles with ease and comfort. My training and experience in Organisational Culture, Ethics and Ethical Leadership is critical because it is more relevant for organisations that experience high staff turnover, that are going through changes and have challenges with the morale of members.

1995 – Junior Managers course: SANAI

1998 – Middle Managers course: SANAI

2007 – Advanced Management Development Program: University of Pretoria

2008 – Ethics and Risk Management Training Program: EthicsSA

2009 – Managing Discipline: Henley

2009 – Corporate Governance, Culture and Ethics Seminar: ASM Communications and Training Solutions

2009 – Ethical Leadership and Corporate Governance: Harvard Training Institute

2011 – Change Management: SARS Academy

2012 – Project Management: SARS Academy

2012 – Making Great Leaders: The HayGroup through the SARS Academy

2012 – Quality Management: SARS Academy

2013 – Operations Management: Da Vinci

2013 – Ethics: Gordon Institute of Business Science

2016 – Crucial Conversations: VitalSmart

2016 – Mentoring and Coaching: University of Pretoria

CAREER HISTORY

My career as an Intelligence Officer started in Angola as a member of uMkhonto we Sizwe under the African National Congress in 1986. I was trained and functioned as a Counter Intelligence Officer until I came back to South Africa in 1993. I amalgamated into the South African Secret Service and continued serving post 1994.

- 1995 – Member of the Vetting Work Group:

Post amalgamation, I was a member of the Working Group of Vetting composed of officers from the Defense Intelligence, Crime Intelligence, National Intelligence Agency (NIA) and SASS. The objective of the Working Group was to make inputs to vetting legislation and policy.

- 1995 – 1998: Section Head of Vetting:

As first Section Head for Vetting at the South African Secret Service since amalgamation, I lobbied against the decision to only conduct vetting on former Non Statutory Force members and not of the former National Intelligence Service (NIS). My intervention assisted where SASS did not have a vetting backlog for a very long time.

- 1998 – 2000: Coordinator for West, Central and North Africa
- 2000 – 2002: Counter Intelligence Manager for West and North Africa
- 2002 – 2005: Country Manager for Japan

- 2005 – 2008: Manager Corporate Security (Defensive Counter Intelligence)

This position included Personnel Security, Vetting, Physical Security, Information Security, Risk Assessments, Technical Counter Surveillance Measures (TSCM), Private Interests and Gift Management. I had 98 subordinates under my leadership in my Directorate. On some of the aspects of my work, I reported straight to the Director General. I was also a member of the Adjudicating Committee on the Vetting files.

- 2008 – 2010: SARS Senior Manager for National Security

I managed the Physical Security and Risk Assessments of all 150 national SARS sites along with the Vetting of more than 15 000 SARS employees and the screening of new employees. I also managed the Declaration of Private Interests and Gift Management and Liaised with the National Intelligence Agency's General Manager for Vetting on SARS Vetting files.

- 2010 – 2014: SARS Senior Manager for Integrity Management and Promotion

I was responsible for promoting ethical leadership within the EXCO membership, Top Management as well as employees of SARS and ensuring a positive organisational culture through programs that I implemented. My work was also aimed at combating unethical risks posed by the porousness of the RSA borders, and to counter the role corruption plays in undermining the national security of the State.

- 2015 – 2018: Senior Manager at Armscor responsible for Personnel Security and Vetting.

I liaised with the Generals of the Defense Intelligence and formed part of the Adjudicating Panel on the Vetting Panel of the Defense Intelligence. I liaised with the CEOs of the Defense Industry to mitigate risks of the Defense Industry. I managed the Vetting of Armscor employees and those of the Defense Related Industry, including Denel and the CSIR.

- 2019 – 2021: Special Advisor to the Minister of State Security

My role was focused on the core business of Intelligence and Counter Intelligence. I was also a Chairperson of the Appeals and Adjudication Board. I was a Coordinator of a four-person team that produced a draft General Intelligence Laws Amendment Bill with a proposal of the future architecture of the Civilian Intelligence of the country.

ACADEMIC RECORD

- 1988 Leninist Institute for Social Sciences: Political Science (Moscow, Russia)

- 1991 Svenska Skolan for Invandrare: Swedish Language Certificate (Stockholm Sweden)
- 1993 Peninsula Technikon: Bridging Course
- 1998 Rooihuiskraal Adult Education: Matric Certificate
- 2008 Unisa: BA Degree
- 2019 Unisa: BA Honours Degree (International Politics)
- 2019 Wits: Defense and Security Management (Wits)
- 2021 (current) Unisa: Master in Business Leadership (MBL)

BOARDS AND ORGANIZATIONS

- Served as National Chairperson of Women Military Veterans of South Africa (WOMVASA)
- Served as Chairperson of the Adjudication and Appeals Board for Ministry of State Security
- Currently serving as a member of the Appeal Board of Military Veterans that reports to the Minister of Defense and Military Veterans

REFERENCES