

# Mbhazima Pule Thomas Maluleke

## CONTACT DETAILS:



## PHYSICAL ADDRESS:

## WORK EXPERIENCE

### PUPILLAGE AND TRIAL ADVOCACY

National Bar Council of South Africa  
(NBCSA)

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UNIVERSITY OF SOUTH AFRICA  
September 2020-August 2022

- Engaged in policy implementation, Integrity

### SENIOR LEGAL ADVISOR

Board Member for Gauteng Gambling Board management, and application of the law within the university to enhance compliance and adherence to SKILLS PROFILE corporate governance.

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My professional and private life is • Led Legal Advisory on litigation, drafting of analytical characterised by the following learned and legal briefs, procedures, and legal strategies.

acquired, management, technical and people • Instructing internal and external attorneys and counsels skills: on filing of declarations of facts and pleadings.

- Conducting assigned litigation proceedings and advising • Analysis and use of Information on the merits of litigated cases.
- Strategic thinking and emotional • Drafting of legal opinions, conducting due diligence on intelligence commercial and non-commercial contracts.
- Governance and management • Conducting legal analysis, investigation, collecting
- Strategic planning and decision evidence, conducting research, and reviewing and making preparing memorandum for legal advisories.
- Planning of annual budget • Providing legal advice on employment relations and
- Creation of effective strategies arbitration proceedings at the CCMA and labour court and plans litigations.
- Building of relationships with other • Prepare business strategic plan, KPI, performance organizations and individuals assessment and advising on the performance of the
- Evaluation of contracts for team members.
- services • Preparing legal service proposal, legal
- Critical thinking and People memo/opinion/advise, due diligence report and management reviewing of employment policy and agreement
- Problem Solving and receptive to • Drafting and reviewing of internal regulations, code of conduct, internal policies, advising on compliance with criticism
- Goal-driven/enthusiastic and law and corporate governance rules.
- Legal administration and drafting and reviewing of selflessness and Honesty
- agreements
- Inspiring others and • Mentoring
- conflict Resolution • Troubleshooting
- Delegation and coaching • Performance appraisal
- Business Development • Creating reports
- Scheduling • Performance evaluation
- Project management • Conceptual skills
- Research • Crisis management
- Forecasting • Accountable and responsible
- Time management • Long-term thinkers
- Prioritizing • Emotionally stable
- Multi-tasking • Awareness (of self and others)
- Streamlining processes • Ability of comforting people when they are despaired
- Public speaking • Diplomacy (handling affairs without hostility)
- Motivating • Encouraging and inspiring people to do their best
- Empathy • Humor and lightheartedness
- Dividing workloads

- Flexibility in thinking and operating style
- Respect for everyone,
- Tolerance and respect

- negotiate commercial contracts and agreements.
- Spear heading the provision of legal support to attorneys by managing their briefs on behalf of their clients
- Leading evidence in court and presentation of closing arguments.
- Drafting of heads of argument, pleadings , contracts and commercial agreement and sponsorships

## LIST OF REFERENCES

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### Professional Reference

#### 1. Mr. BENJAMIN MLOCHE

Cell :

E-mail :

Director at Benjamin Mloche Attorneys  
 ADVOCATE IN PRIVATE PRACTICE  
 PRIVATE LAW CHAMBERS  
 July 2015-August 2020 (AND FROM Sept  
 2022 to present)

- Consulting with clients and taking detailed notes, assessing client's legal problems, and determining the most appropriate legal solution.
- Advising clients on facts-based and legal applicable principles of the law, researching various legal principles of law to enable a comprehensive client case assessment and advisory.
- Analysis of client's cases and determining the merits and provide advice on possible legal solution.
- Advising clients on proportionality of evidence, burden of proof, merits, and demerits of client's case and on prospects of success.
- Representing clients in court on matters related to civil and criminal law.
- Pre litigation dispute handling, assisting attorneys and clients to

#### DEPUTY MANAGER

KHENSANI HOSPITAL (LIMPOPO DEPARTMENT OF HEALTH)

August 2010-June 2015

- Managed a team of Quality Assurance Assessors for Compliance Standards.
- Promoting collaboration between management teams and clinical teams.
- Conducting auditing of administrative support function and clinical services which resulted in the hospital attaining 65% compliance to National Core Standards.
- Collaboration with internal cross functional teams to improve the patient waiting time from 12 hours to an average of 3.5 hours.
- Functioned as the Acting Chief Executive Officer of the hospital on various occasions when the CEO was on leave
- Undertook an improvement plan for the procurement efficiency of the hospital requirement by setting up a team comprising of nurses, doctors, pharmacists, and procurement officers to optimize the turnaround time for procurement of hospital goods and services
- Provided management support to the Chief Executive Officer to attain the highest standard of cleanliness, patient satisfaction and improved availability of essential medicines and surgical requirements in the hospital

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### Professional reference

#### 2. Mr. NOEL MALULEKE

Cell :

E-mail:

HRM Manager: Khensani Hospital

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Professional reference

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3. Mr. ROBERT TEUNISSEN

Cell :

E-mail:

Clinical Psychologist: Retired

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Professional reference

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4. Mr. BROWN MBUZA

Cell

E-mail:

Rev/Bishop of Christian Management

International Ministry

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Professional reference

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5. Mr. JOHAN PEIJPER

Cell

E-mail:

Director at University of South Africa

(Legal Services)

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MANAGING DIRECTOR  
JAMELA INDUSTRIAL HOLDINGS  
Jan 1995-July 2010

- I provided the vision, leadership and management of services rendered by the company to government departments within Limpopo Provinces.
- Secured business opportunities for the company with both the national and provincial governments.
- I was responsible for providing strategic direction for the company and help to achieve a competitive edge. As a result, the company managed to secure contracts with the various government departments ranging from supplying cleaning and sanitary material to water treatment chemicals.
- The company has as its main expenditure a rental of offices, but in the year 2000, I help the company to build its own offices and saved from rental expenditures
- Took an initiative to build an Enterprise Management Office where the company had to move away from outsourcing to manufacturing its own products.
- The company was shaped into a manufacturing hub for cleaning material and sewing of protective clothing, this reduced the outsourcing of products by 65% during the year 2004 and 2005.
- I improved the turn-around time for delivery of government services and supply orders from 30 days to 15 days.
- During my tenure at the company, I helped to develop the corporate business strategy of the enterprise and improve its credit rating with the credit grantors and banks. This help the company to obtain 25% value of its raw supply on 30 days credit.

Administration Clerk/Senior Water Plant Operator  
DEPARTMENT OF WORKS (Former Gazankulu Government) May  
1987-Dec 1996

- As administration Clerk with the Training Division, I was responsible for communication and providing of an administrative assistance to the Training Officer of the department
- I was responsible for opening files and attending to office correspondences.
- Drafting and editing letters before they are sent out to clients and other departments.
- Assisted the Personnel Division of the department with handling of application for positions and filing of vacant posts
- I arranged training venues for induction and supervisory courses
- I was alter promoted to a position of Water Treatment Plant Operator and later promoted again to a position of Senior Water Treatment Operator.

- Conducting quality testing of water and supervision of subordinates to ensure sustainable water supply

## EDUCATION

1985-1986

**Matric Certificate**

Giyani High School

2005-2008

**Advanced Diploma Mgt**

South African Institute of Management

2007-2012

**BA (DVS) degree**

University of South Africa

2012-2014

**(LLB) Bachelor of laws degree**

University of South Africa

2007-2008

**Post Grad Diploma in Business Management**

Regenesys Business School

2012-2017

**Master's degree Public Administration (MPA)**

University of Limpopo

### **2024 (Current Studies)**

Completed all the course for LLM and currently finalizing Mini-Dissertation

**Master's degree in law (LLM) in Human Rights**

Law University of South Africa

Date: 14 February 2024



Applicant Name: Lahlang Shirley Somo

Position Applied For:

Current Total Package:

Notice Period:

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**EDUCATIONAL QUALIFICATIONS:**

INSTITUTION	QUALIFICATION	YEAR COMPLETED
Universit of the North	LLB	1995
Universit of the North	B.Proc	1993
D.G. Tsebe	Matric	1989

**OTHER COURSES:**

INSTITUTION	QUALIFICATION	YEAR
Gordon Institute of Business Science	Programme for Management Development	2001
International Negotiations Academy	Diploma in Negotiations Skills	2001

**BOARD COMMITTEE SITTINGS:**

BOARD NAME	POSITION	YEAR
Refugee Appeals Authority of South Africa	Member - Appeals adjudicator	2021-2025
Construction Education Training Authority - CETA	Independent member of the Bid Committee	2019-2021
National Credit Regulator	Board Member	2013 - 2018
Marine Living Resources Fund	Audit Committee Member	2012 - 2018
National Electronic Media Institute SA	Board Member	2010 - 2012
International Trade Administration Commission	Part-time Commissioner and Non-Executive Director	2004 - 2007
ICASA — National Numbering Committee	National Numbering Plan Committee Member	2002 - 2010

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## Executive Summary:

Lahlang Somo has over 10 years of work experience at senior management level gained in 4 main areas: Governance, Risk & Compliance; Legal; Regulatory. She provided legal, governance and strategy advice at board, executive and senior management levels in the organisations that she worked for.

### Governance:

- Governance, Risk and Compliance in the Fleet Management Department of the City of Ekurhuleni with its outright acquisition of fleet model, with over 7000 fleet, both yellow and vanilla fleet and in-house service and maintenance of the fleet.
- At MTN providing governance advice as a Manager and eventually Senior Manager, to executive committee, the board and committees of the board, subsidiaries and associate companies. • Providing advice to other MTN international companies, advising the fraud department on certain matters in relation to the promotion of access to information act and the promotion of administrative justice act. Dedicated legal and regulatory advice to the Sales Marketing and the Network groups.
- Making the necessary recommendations to EXCO and the board on the regulatory strategy for the business.

### Legal:

- Has gained experience from 1998 to date with over 10 years gained in the ICT sector working for SATRA (now ICASA) and then MTN in various capacities: Manager Legal and Regulatory ; Senior Manager Legal and Regulatory Affairs
  - Strategic management and providing day to day support to the Group Executive Corporate Services at MTN. This experience was gained from August 2003 to 2010 in capacity firstly as Manager Legal and Regulatory and then Senior Manager Legal and Regulatory on a strategic and day-to-day business operations matters.
  - Interacting, on behalf of the Executive Corporate services, with other divisions to ensure that instructions are implemented and continuously monitoring implementation. This included corporate marketing, sales & communications, network group and the Risk Department.
  - Drafting Executive Corporate services and EXCO reports to the board (both monthly and quarterly).
  - Drafting presentations, as required from the office of the Executive Corporate Services, including presentations to the parliamentary portfolio committee on communications.
  - Coordinating and drafting responses to parliamentary questions.
  - Giving input, on behalf of the Executive Corporate services on matters as required by external third parties including as required by the Minister and various industry bodies.
  - Representing the Department at various industry forums and stakeholder engagements.
  - Checking and vetting contracts, before the Executive Corporate services signature.
- Planning and compilation of the annual report in consultation with finance and corporate affairs divisions.
- Representing MTN at various industry bodies or forums where there may be implications for the MTN business.

Full Names:

Lahlang Shirley  
Somo



Nationality: South African  
Gender/ Ethnic Group: Female — Black  
Identity Number:  
Contact Details:

### Employment History:

Employer: EKURHULENI METROPOLITAN MUNICIPALITY  
Period Employed: June 2014 - May 2019  
Position Held: Divisional Head —Governance, Risk & Compliance  
Reason for Leaving: Fixed term position (5 years)

- Drafting and putting in place Risk, compliance and Fraud Registers, progress reporting to Oversight Committees i.e. Audit and Risk Committees, quarterly or ad hoc.
- Putting in place Contract Management systems; contract register, processes and monitoring and evaluation.
- Putting in place Legislation landscape and Compliance Register, also provide progress report to Oversight Committees i.e. Audit and Risk Committees, quarterly.
- Establishing OHS Committees and conduct HIRA, also providing progress report to the Oversight Committees I quarterly i.e. Audit and Risk Committees.
- Ensuring that managers in the department complete and submit their annual financial declarations and gift registers in compliance with internal policies and the Municipal Finance Management Act.
- Resolving both internal and Auditor General audit findings and also provide progress report to Oversight Committees i.e. Audit and Risk Committees. As support department, continuously monitor audit findings tracking tool for departmental interdependencies.
- Conducting an audit on the Metro's fleet, annually.
- Drafting and put in place Fleet Selection and Replacement policy and also ensure compliance thereto by User Departments.
- Ensuring compliance with Fleet Policies, particularly, the Fleet User Policy by the User Departments.
- Drafting and putting in place Service Level Agreements internally with User Departments for service and maintenance of the vehicles and externally with Service Providers or Suppliers for strategic Contracts.
- Securing participation by the Metro on National Treasury's transversal Contracts for major financial discounts.
- Providing general legal opinions on labour matters and other fields of law and chairing disciplinary actions.
  - Drafting service level agreements for User Departments, responsible for contract management, vetting of contracts, drafting of policies and presenting them for approval by Council.
  - Enforcing Fleet Management policies in the Metro
- Identifying, assessing and management of risks through the risk register.
- Putting together a business continuity plan for the department and evacuations controls, security assessment and controls.
- Resolving audits against the department.
- Enforcing ethics.

- Representing the department at oversight committees (audit committee, risk committee, municipal public accounts committee, operations clean audit committee). • Enforcing compliance with applicable pieces of legislations in the department.
  - Chair the occupational Health & Safety Committee.
  - Developing a hazard identification and risk assessment plan for the department.
  - Member of one of the Bid Specification Committees for supply chain in the Municipality.
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Employer: MTN SANDTON  
 Period Employed: February 2000 - February 2010  
 Position Held: Senior Legal and Regulatory Advisor  
 Reason for Leaving: Resigned

- Reviewed and drafted contracts and auditing of the Company procurement policies. • Ensured compliance with the electronic communication and all applicable legislation.
- Drafted of tenders for appointment of a panel of lawyers.
- Provided general legal and regulatory support to the network group, marketing department, fraud department and MTN international. • Compiled monthly and quarterly Executive Corporate Services reports on the company's performance against strategic objectives.
- Compiled quarterly reports to and other documents (including presentations) required by the department of communications and other external stakeholders on performance in terms of the strategic objectives.
- Provided legal advice to the Executive Corporate services.
- Represented MTN in various industry forums/bodies wherein there are implications for the MTN business.
- Formulated execution and management of MTN government relation strategy.
- Responsible for internal and external communication.
- Coordinated the strategic management processes in the company, which includes regularly scanning both the internal and external environment and recommending the necessary strategy (IES).
- Advised the Executive Corporate Services on strategic and day-to-day business operations matters.
- Interacted, on behalf of the Executive Corporate Services, with other divisions reporting to his office to ensure that instructions are implemented and continuously monitoring implementation.
  - Provided legal and regulatory advice to executive committee, subsidiaries and associate companies, including drafting of contracts and giving opinions on different areas of the law and where necessary engaging external legal firms for assistance with the matter
- Provided legal advice to our senior management and other employees.
- Drafted, perusal of contracts and providing legal advice, opinions.
- Provided legal and regulatory advice on setting up companies outside South Africa while conducting due diligence, acting as custodian of the company licence and agreements compiling tariff filings and negotiating with the regulator for an approval. • Facilitated contributions that are made on a yearly basis to the USF.

- Worked closely with USAASA on the roll out of universal service and access to rural areas.
    - When the Promotion of Access to Information Act (PAIA) came into effect, I was appointed the Deputy Information Officer as required by the Act.
  - In compliance with Chapter 2 of PAIA as the Deputy Information Officer, I produced manuals for MTN group, MTN (Pty) Ltd, MTN international and MTN Service Provider.
  - Monitored the minister's project of setting up Emergency Service Centres.
  - Key in the introduction of MSISDNless in the distribution of new SIM tool kits, aimed at being more effective with numbers as a scarce national resource.
  - Worked on submissions relating to new regulations or policies relating to spectrum.
  - Vet the products developed by marketing to make sure that they don't contravene the license. • Assist ICASA in the promulgation of chapter 12 regulations (service charter, code of conduct for licensees, code of conduct for persons with disabilities, constitution for the consumer panel).
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Employer: SA TRA/ICASA  
 Period Employed: February 1998 - January 2000  
 Position Held: Manager of Legal Affairs

Reason for Leaving: Better career prospects

- Advised council on legal issues pertaining to telecommunications.
  - Attended telecommunications and internet conferences seminars, nationally as well as internationally.
  - Delegated to Zambia for the PATU project meetings in 1999.
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Employer: EDWARD NATHAN AND FRIEDLAND INC.  
 Period Employed: January 1996 - January 1998  
 Position Held: Candidate Attorney  
 Reason for Leaving: Articles completed

Commercial Department Reporting to Miranda Feinstein:

- Shareholder Agreements, consignment, franchise, due diligence, opinions and research.
- Contractual law, mergers and acquisitions.

Litigation Department reporting to Pierre Ferreira:

- High court and magistrates court litigation.
  - MVA and insurance law.
  - Personal injury and loss of damage to vehicles.
  - Mining and construction litigation.
  - Banking law opinions and litigation.
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Employer: EDGARS  
 Period Employed: June 1995 - December 1995

**Position Held:** Sales Assistant

**Reason for Leaving:** Vacation work

- Assisted customers with all inquiries/queries.
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**Employer:** FOSCHINI GROUPS LIMITED

**Period Employed:** September 1990 - May 1995

**Position Held:** Various Positions (see below)

**Reason for Leaving:** Vacation work

**Customer Queries-(January 1995 - May 1995):** •  
Assisted customer with all inquiries/queries.

**Cashier — (January 1994 — December 1994):**

- Received payment for goods

**Sales Assistant — (September 1990 — December 1993):**

- Assisted customers with inquiries/queries.
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#### References:

Mr Obed Nhlapo (HOD) Fleet Management Ekurhuleni

Ms. Thebi Moja Chairman of the Audit Committee for the Marine Living Resources Fund Between 2013 and 2018 (2 terms)

Mrs Prudence Mokone General Manager MTN HR