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Department:
Trade, Industry and Competition
REPUBLIC OF SOUTH AFRICA

**THE NATIONAL ASSEMBLY
QUESTION FOR WRITTEN REPLY**

2463. Ms L R Potgieter (DA) to ask the Minister of Trade, Industry and Competition:

- (1) With respect to the appointment process of each current chief executive officer of each entity that reports to him, what specific (a)(i) academic qualifications, (ii) experience and (ii) competencies were required and (b) vetting procedures were followed to verify (i) qualifications and (ii) experience in each case;
- (2) whether each specified appointment was made in compliance with all applicable legislations and/or regulations; if not, why not; if so, what are the relevant details?
NW2836E

REPLY:

The table below contains the academic qualifications, experience, competencies required, as advertised for the current CEOs/Commissioners.

Entity	(a) With respect to the appointment process of each current chief executive officer of each entity that reports to him, what specific					(2) whether each specified appointment was made in compliance with all applicable legislations and/or regulations; if not, why not; if so, what are the relevant details?
	(a)(i) academic qualifications,	(ii) experience	(iii) competencies required	(b) vetting procedures followed to verify		
				(i) qualifications	(ii) experience	
1. Companies and Intellectual Property Commission (CIPC)	A postgraduate Degree in Economics, Law, Commerce, Industry or Public Affairs	A minimum of 10 years' working experience in economics, law, commerce, industry or public affairs.	Strong analytical and strategic thinking capabilities. Sound judgement, leadership and management skills.	Vetting of qualifications was done through an	Reference checks conducted by an independent service provider.	Yes

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	(a)(i) academic qualifications,	(ii) experience	(iii) competencies required	(b) vetting procedures followed to verify		
				(i) qualifications	(ii) experience	
Commissioner		Appropriate experience in the regulatory environment and a deep interest in company and intellectual property matters.	Excellent communication and negotiation skills. The ability to develop effective management processes. Policy development and analysis skills. Financial planning and budgeting skills.	independent service provider.		
2. Competition Commission Commissioner	Degree in Economics, Law or Commerce	At least 10 years' working experience with at least 5 years' working experience at a Senior Management level in an economics, law, commerce, industry or public affairs environment.	Knowledge of corporate governance. Deep understanding of and interest in competition or regulatory policy. Strong analytical and strategic capabilities. Strong judgment, leadership and management skills. Excellent communication and negotiation skills - Ability to	Vetting of qualifications was done through an independent service provider.	Reference checks conducted by an independent service provider.	Yes

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	(a)(i) academic qualifications,	(ii) experience	(iii) competencies required	(b) vetting procedures followed to verify		
				(i) qualifications	(ii) experience	
			develop effective management processes, with strong interpersonal skills. Policy development and analysis skills. Financial planning and budgeting skills - Ability to lead and manage multidisciplinary teams and work through complexity.			
3. Industrial Development Corporation (IDC) Chief Executive Officer	A relevant Bachelor's Degree (B.Comm, B.Eng or similar) is essential whilst a postgraduate qualification, e.g. MBA/MBL/CA (SA) or equivalent qualification will be a distinct advantage.	A minimum of 15 years' relevant experience, 5 years of which should have been in a senior management role such as Chief Executive Officer, Chief Risk Officer, Chief Operating Officer or Chief Financial Officer.	Sound knowledge of industrialisation and Government economic policy, coupled with in-depth understanding of the Financial Services and Development Finance sectors. Proven leadership skills and experience serving on boards.	Vetting of qualifications was done through an independent service provider.	Reference checks conducted by an independent service provider.	Yes

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	(a)(i) academic qualifications,	(ii) experience	(iii) competencies required	(b) vetting procedures followed to verify		
				(i) qualifications	(ii) experience	
			Strong financial acumen, the ability to drive strategic. Development and a highly commercial focus centred on actively managing and improving operational performance. Unquestionable integrity with the ability to inspire confidence and develop excellent relations with all stakeholders.			
4. International Trade Administration Commission (ITAC) Chief Commissioner	Suitable qualifications in economics, accounting, law, commerce, agriculture, industry or public affairs.	Experience in economics, accounting, law, commerce, agriculture, industry or public affairs.	Able to promote employment and investment, and raise incomes in South Africa and within the SACU area through the administration of international trade.	Vetting of qualifications was done through an independent service provider.	Reference checks conducted by an independent service provider.	Yes
5. National Empowerment Fund (NEF)	A relevant Bachelor's degree. A Masters / MBA / MBL / MDevFin / CA (SA) or	A minimum of 12 to 15 years relevant experience, 5 years of which should have been in a similar or senior	In-depth understanding of Financial Services and Developmental Finance Institutions sectors, and sound	Vetting of qualifications was done through an	Reference checks conducted by an independent service provider.	Yes

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Chief Executive Officer (CEO)	equivalent will be advantageous.	management role at a leadership level.	knowledge of industrialisation, government economic policy. Strong financial acumen and commercial astuteness at a strategic level coupled with sound business judgment. Strong leadership skills. Passion for world-class delivery, and an understanding and appreciation of the need for development funding and how to balance the economic and socio-political variables, coupled with political savvy. Working knowledge of the NEF Act, PFMA, and other related legislation. Unquestionable integrity with the ability to inspire confidence	independent service provider.		

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				(i) qualifications	(ii) experience	
			and develop excellent relations with all stakeholders.			
6. National Lotteries Commission (NLC) Commissioner	Post graduate degree or equivalent in Business Management, Finance, Economic or Law.	Minimum 8 years relevant experience at executive management level.	Sound understanding of regulatory policies in the South Africa context, understanding of the lotteries industry and gambling sector; knowledge of consumer protection laws will serve as an advantage. Corporate governance skills. Ability to interface between different stakeholdes, especially government, regulatory authorities, the lotteries and gaming sector, the charities, sports, and education sectors in the lotteries environment.	Vetting of qualifications was done through an independent service provider.	Reference checks conducted by an independent service provider.	Yes

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	(a)(i) academic qualifications,	(ii) experience	(iii) competencies required	(b) vetting procedures followed to verify		
				(i) qualifications	(ii) experience	
			Knowledge of the Lotteries Act, the related NLDTF regulations and other relevant prescripts will be an added advantage. Meticulous, business minded individual with strong ledearship abilities. Demonstrate leadership in the development of policies and high-level policy implementation skills.			
7. Broad-Based Black Economic Empowerment (B-BBEE Commission) Commissioner	Suitable qualifications	Understanding of Broad-Based Black Economic Empowerment (B-BBEE) policy.Knowledge of the B-BBEE Act, Public Finance Management Act and all other relevant legislation	Strong analytical and strategic thinking capabilities Sound judgement, leadership and management skills. Excellent communication and negotiating skills. Ability to develop effective management processes.	Vetting of qualifications was done through an independent service provider	Reference checks conducted by an independent service provider.	Yes

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	(a)(i) academic qualifications,	(ii) experience	(iii) competencies required	(b) vetting procedures followed to verify		
				(i) qualifications	(ii) experience	
			Policy development and analysis skills. Financial planning and budgeting skills.			

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