



**DISTRICT MUNICIPALITY  
UMASIPALA WESITHILI  
DISTRIKSMUNISIPALITEIT**

<b>Raadslede</b>	<b>Councillors</b>	<b>Ooceba</b>
<b>Eden Distriksmunisipaliteit</b>	<b>Eden District Municipality</b>	<b>Umasipala Wesithili se Eden</b>
<b>Meneer/Dame</b>	<b>Sir/Madam</b>	<b>Mnumzana/Nkosikazi</b>

24 Februarie / February / kweyoMdumba 2017

Kennis geskied hiermee ingevolge Artikel 29 van die Wet op Plaaslike Regering: Munisipale Strukture, 1998, Wet 117 van 1998, dat 'n **Spesiale Raadsvergadering** van die 2016/2021 termyn van die Eden Distriksmunisipaliteit gehou sal word in die **CA Robertson Raadsaal, Yorkstraat 54, George, op Maandag, 27 Februarie 2017 om 12:00** ten einde oorweging aan die item soos in die agenda uiteengesit, te skenk.

*Notice is hereby given in terms of Section 29 of the Local Government: Municipal Structures Act, 1998, Act 117 of 1998, that a **Special Council meeting** of the 2016/2021 term of the Eden District Municipality will be held in the **CA Robertson Council Chambers, 54 York Street, George, on Monday, 27 February 2017 at 12:00** to consider the item as set out in the agenda.*

Kukhutshwe isaziso ngokoMhlathi 29 woRhulumente Basekhaya: Umgaqo Wesimo soMasipala, 1998, uMgaqo 117 wango 1998, sokub **intlenganiso Yamashumi Amabini yeBhunga** ka 2016/2021 yoMasipala Wesithili se Eden izakubanjwa **kwiGumbi leBhunga I CA Robertson, 54 York Street, e George ngoMvulo, 27 kweyeMdumba ngo 12:00** ukuqwalasela imiba ekuluhlu lwengxoxo

*ACTING 24/2/2017*

**UITVOERENDE BESTUURDER: KORPORATIEWE / STRATEGIESE DIENSTE /**  
**EXECUTIVE MANAGER: CORPORATE / STRATEGIC SERVICES / UMLAWULI**  
**OYINTLOKO: IINKONZO ZOBAMBI SWANO**

**ADDENDUM 1**

Item	Agenda	Bladsy/ Page/ Iphepha
<p align="center"><b>ITEMS DIRECTLY SUBMITTED TO COUNCIL / ITEMS DIREK AAN DIE RAAD VOORGEHOU / IMIBA ENIKEZELWE KWIBHUNGA</b></p>		
113/02/17	<p><b>ACTING ALLOWANCE OF THE ACTING MUNICIPAL MANAGER / WAARNEMINGSTOELAE VAN DIE WAARNEMENDE MUNISIPALE BESTUURDER / ISIBONELELO SEBAMBELA MPHATHI MASIPALA</b> <i>Refer: Report (5/3) dated 24 February 2017 from the Executive Manager Corporate/Strategic Services (B Holtzhausen)</i></p>	121 – 123
114/02/17	<p><b>APPOINTMENT OF MUNICIPAL MANAGER: CONSIDERATION OF REPORT / AANSTELLING VAN MUNISIPALE BESTUURDER: OORWEGING VAN VERSLAG / UKUCHONGWA KOMPHATHI MASIPALA: UKUPHONONGWA KWENGXELO (567956)</b> <i>Refer: Report (9/3/4/2) dated 24 February 2017 from the Executive Manager Corporate/Strategic Services</i></p>	124 – 146

SPECIAL DISTRICT COUNCIL

27 FEBRUARY 2017

**DC 113/02/17**

**ACTING ALLOWANCE OF THE ACTING MUNICIPAL MANAGER /  
WAARNEMINGSTOELAE VAN DIE WAARNEMENDE MUNISIPALE  
BESTUURDER / ISIBONELELO SEBAMBELA MPHATHI MASIPALA  
(567950)**

(5/3)

24 FEBRUARY 2017

**REPORT FROM THE EXECUTIVE MANAGER: CORPORATE/STRATEGIC  
SERVICES (B HOLTZHAUSEN)**

**PURPOSE OF THE REPORT**

For Council to approve the acting allowance of the acting Municipal Manager on a month-till-month basis.

**BACKGROUND**

Council on 3 February 2017 appointed Mr C Africa as Acting Municipal Manager on a month-to-month basis. This acting position will terminate when the new Municipal Manager has been appointed by Council.

The Upper Limits of total remuneration packages payable to Municipal Managers and managers directly accountable to Municipal Managers came into operation on 1 July 2016. Regulation 7 sets out the upper limit of the annual remuneration package payable to a municipal manager. The acting allowance due to Mr Africa as per the regulation, amounts to the following:

20 January 2017 R 939,61

30 January 2017 – 02 February 2017 R3 758,45

04 February 2017 – 28 February 2017 R7 015,20

The total acting allowance due to Mr Africa amounts to R11 713,26.

In the event of approval not being granted for Mr Africa's employment contract as Executive Manager: Community Services be extended, the implications thereof must be considered. Council will have to appoint an acting manager and the provisions of the Systems Act must be followed. Furthermore, Mr Africa has been appointed as acting Municipal Manager until this position has been filled.

Costs must be considered as he will therefore not only be entitled to the acting allowance, but the full package as per the abovementioned Regulations. The maximum package for a municipal manager of a grade 4 municipality is R1 341 073 pa.

By close of business on Tuesday, 28 February 2017, this municipality will be without a Municipal Manager should an acting Municipal Manager not be appointed, bearing the abovementioned in mind.

### **UITVOERENDE OPSOMMING**

*Die Raad moet in terme van artikel 54A(1)(b) van die Stelselwet, 'n waarnemende munisipale bestuurder aanstel vir die voorgeskrewe periode (drie [3] maande). Weens die feit dat die huidige waarnemende Munisipale bestuurder se tydperk op 2 Februarie 2017 verstryk het, is daar regtens vanaf sluitingstyd op 3 Februarie 2017, geen Munisipale Bestuurder vir die Munisipaliteit aangewys nie.*

### **FINANCIAL IMPLICATIONS**

Acting allowance as set out above budgeted for on the 2016/2017 financial year.

Salary package of the acting Municipal Manager should Mr Africa's contract not be extended.

### **RELEVANT LEGISLATION**

Local Government: Municipal Systems Act, 2000 (Act 32 of 2000)

### **COMMENTS: MUNICIPAL MANAGER**

### **COMMENTS: EXECUTIVE MANAGER CORPORATE / STRATEGIC SERVICES**

### **COMMENTS: EXECUTIVE MANAGER FINANCIAL SERVICES**

### **COMMENTS: EXECUTIVE MANAGER TECHNICAL SERVICES**

### **COMMENTS: EXECUTIVE MANAGER COMMUNITY SERVICES**

### **RECOMMENDATION**

1. That Council approves the acting allowance of the acting Municipal Manager on a month-to-month basis until the new Municipal Manager has been appointed.
2. That Council approves the salary package of the acting Municipal Manager in the event of Mr Africa's contract not being extended (full package as set out in the Regulations).

**AANBEVELING**

1. *Dat die Raad goedkeuring verleen vir die waarneming-salaris van die waarnemende Munisipale Bestuurder op 'n maand-tot-maand basis totdat die nuwe Munisipale Bestuurder aangestel is.*
2. *Dat die Raad goedkeuring verleen vir die salarisskaal van die waarnemende Munisipale Bestuurder indien mnr Africa se kontrak nie verleng word nie (volle packet soos uiteengesit in die Regulasies).*

**ISINDULULO**

1. Sesokuba iBhunga liphumeze isibonelelo sokubambela njengoMphathi Masipala inyanga nenyanga de kuqashwe uMphathi Masipala.
2. Sesokuba iBhunga liphumeze umvuzo webambela Mphathi Masipala ukubanga aisivumelwano sika Mnu C Africa siye asandiswa(isibonelelo ngokupheleleyo njengoku dandalaziswe Yimiqathango)

**APPENDIX**

SPECIAL DISTRICT COUNCIL

27 FEBRUARY 2017

DC 114/02/17

**APPOINTMENT OF MUNICIPAL MANAGER: CONSIDERATION OF  
REPORT / UKUCHONGWA KOMPHATHI MASIPALA:  
UKUPHONONONGWA KWENGXELO (567956)**

(9/3/4/2)

24 February 2017

**REPORT FROM THE EXECUTIVE MANAGER: CORPORATE/STRATEGIC SERVICES**

**PURPOSE OF THE REPORT**

The purpose of this report is to consider the report from Steele & Associates in connection with the appointment of a Municipal Manager for Eden.

**BACKGROUND**

With reference to the abovementioned matter, please find attached the following documentation, received from Steele & Associates:

1. Report on the selection of the Municipal Manager for the Eden District Municipality – **Attachment A**.
2. List of all applications received – **Attachment B**.
3. Shortlist of candidates – **Attachment C**.

The contents of the abovementioned attachments are selfexplanatory.

**UITVOERENDE OPSOMMING**

*Meegaande is die verslag ten aansien van die aanstelling van 'n Munisipale Bestuurder, welke verslag deur Steele & Associates opgestel is. Die verslag bestaan uit die volgende dele:*

1. *Verslag rakende die seleksie van 'n Munisipale Bestuurder vir die Eden Distriksmunisipaliteit – **Aanhangsel A**.*
2. *Lys van alle aansoeke ontvang – **Aanhangsel B**.*
3. *Kortlys van kandidate – **Aanhangsel C**.*

*Die inhoud van al die aanhangsels is selfverduidelikend.*

#### **RELEVANT LEGISLATION**

Section 82 of the Local Government: Municipal Structures Act, 1998 (Act 117 of 1998)

#### **RECOMMENDATION**

That the recommendation from Steele & Associates regarding the appointment of a Municipal Manager for Eden be considered.

#### **AANBEVELING**

*Dat die aanbeveling soos opgestel deur Steele & Associates rakende die aanstelling van 'n Munisipale Bestuurder vir Eden oorweeg word.*

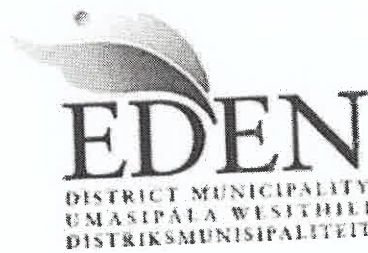
#### **ISINDULULO**

Sokuba kuphononongwe ingxelo evela kwi Steele & Associates Abaniki-ngcebiso emalunga nokuqeshwa koMphathi Masipala we Eden.

#### **APPENDIX**

**Attachment A**  
**Attachment B**  
**Attachment C**





***SELECTION REPORT***  
***MUNICIPAL MANAGER***

***FEBRUARY 2017***





## **SELECTION REPORT – MUNICIPAL MANAGER**

### **1. Purpose of the Report**

The purpose of this report is to note the process and outcomes of the evaluation and selection processes followed for the vacant position of Municipal Manager in terms of Local Government: Regulations on the Appointment and Conditions of Employment of Senior Managers Government Notice 21 in Government Gazette 37245, dated 17 January 2014 and to provide guidelines for appointment of a candidate in the advertised vacancy.

### **2. Applicants for the Position**

A total of 14 applications were received for the respective position as advertised in the National Media with closing date 13 January 2017. **(See Annexures A – Advertisement & Annexure B – Long List.)**

### **3. The Selection Committee**

The Selection Processes were attended by:

Councillor M Booysen	-	Executive Mayor	
Councillor RH Ruiters	-	Deputy Mayor	
Councillor I Stemela	-	Chairperson: Corporate Services Portfolio	
Councillor S de Vries	-	Specialist (MM, Oudtshoorn Municipality)	
Mr AA Paulse	-	Secretariat	
Mr A Botha	-	Observer	
Councillor V Gericke	-	Observer	
Councillor T Fortuin	-	SAMWU	- Observer
Mr M April	-	IMATU	- Observer
Mr Y Isaacs	-	DLG	- Observer
Mr G Paulse	-	Facilitator.	
Mr R Steele	-		

All the participants were requested to sign declarations on confidentiality as required by law.

The scores of the first five panel members were taken into consideration in the calculation of a quantitative outcome of the selection process.

## 4. The Selection Process

### 4.1 Method of Selection

All short listed candidates were invited to assessments and interview sessions held at the municipal offices in George on the 22<sup>nd</sup> and 23<sup>rd</sup> of February 2017.

The selection process consisted of the following two primary components:

- ❖ Case Study Evaluation (40% weighting); and
- ❖ A Structured Interview (Presentation and 9 questions – 60% weighting) was administered.

The scores derived from the above processes were combined to arrive at an aggregate score that depicts the candidates deemed to be the most competent amongst applicants. Thus establishing an order of suitability from where the Selection Panel is to seek consensus on the recommendation for appointment of a suitable candidate by council. It should be noted that effective measures were taken to ensure objective assessment.

### 4.2 Municipal Manager

A total of five candidates were, after proper screening, invited to attend the evaluation and interview sessions for the Municipal Manager post. Two candidates attended the evaluation sessions. **(See Annexure C – Short List and Annexure D - Screening Report submitted to the selection committee.)**

## 5. Outcome of the Evaluation and Interview Process

At the commencement of the selection process the Selection Committee adopted a selection procedure for the appointment of the Municipal Manager. The scores derived from the above processes were combined to form an aggregate score that depicts a **cluster of preferred** candidates from which the Selection Authority may consider its final appointment. The assessment outcome may be supplemented by any valid/relevant factor or factors of a **factor evaluation** on the basis of some or all of the criteria listed in PART D of the Selection Policy to ensure that a **suitable candidate** is appointed in terms of the Local Government Municipal Systems Act.

### 5.1 Interviews and Written Assessments

The quantitative outcome of the formal evaluation process can be summarized as follows:

Candidate	Interview %	Assessment %	Aggregate %	Ranking
MG Stratu	90.80	65.00	80.48	<b>1</b>
MM Hoogbaard	47.20	63.00	53.52	<b>2</b>

## 5.2 Assessment Summary – Municipal Manager

The quantitative findings noted above were projected on the following Leading Competencies in terms of the relevant information pertaining to the four candidates. The following were taken into regard in finding consensus:

- Track Record, References and current Performance
- Formal Qualifications achieved
- Panel Interview
- Written Responses to a Selection Case Study and Questions that relate to a pilot of the leading Competencies.

### 5.2.1 Leading Competencies

Derived from the above, it is our conclusion that the candidates exhibited competencies ranging from competent to advanced/superior categorization in the following leading competencies cited to Annexure A of the Regulations.

<b>Leading Competencies</b>
<b>Strategic Direction &amp; Leadership</b> Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate
<b>People Management</b> Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives
<b>Program &amp; Project Management</b> Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives
<b>Financial Management</b> Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner
<b>Change Leadership</b> Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community
<b>Governance Leadership</b> Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships
<b>Moral Competence</b> Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence
<b>Planning &amp; Organising</b> Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk
<b>Analysis &amp; Innovation</b> Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives

<b>Knowledge &amp; Information Management</b>
Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government
<b>Communication</b>
Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome
<b>Results &amp; Quality Focus</b>
Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives

### 5.2.2 Knowledge & Experience Competencies

In addition to the leading competencies cited above, the competencies cited in Annexure B of the Regulations were considered as follow:

	<b>MG Stratu</b>	<b>MM Hoogbaard</b>
<b>Higher Education Qualification</b> B Degree in Public Administration/ Political Sciences/ Social Sciences/Law or equivalent at an acceptable institution	Compliant to SAQA requirement, Qualifications verified	Compliant to SAQA requirement, Awaiting verification
<b>Work-Related Experience</b> 5 Years minimum relevant experience at a senior management level and have a proven institutional transformation record in the public or private sector	Competent and advanced	Competent
<b>Core Managerial and Occupational Competencies</b> As described in the performance regulations	Advanced as per Written Assessment and Track Record	Advanced as per Written Assessment and Track Record
<b>Financial and Supply Chain Management Competency Areas</b> Formally Prescribed Municipal Minimum Competency Qualification for senior managers	Competent as per Written Assessment/ Minimum Competency Course Completed	Competent as per Written Assessment/ Minimum Competency Course Completed

### 5.3 Summary Conclusion

5.3.1 The selection process shows that both candidates lead in terms of the leadership competencies of Annexure A and Annexure B.

**NB:** Please note that utter confidentiality should be observed during and after the deliberation of the selection findings and outcome because of the possibility of legal compromise of the municipality. Under no circumstances should the reporting or debate about candidates reach the public domain.

## **6. Recommendations**

### **It is recommended that:**

- 6.1 That Council takes note of the content of the Selection Report;
- 6.2 That Council approves the recruitment and selection process as reflected in the Selection Report documentation including the Long List, Short List and Screening/Reference Report;
- 6.3 That Council takes note that Mr MG Stratu qualifies at an advanced to superior level for appointment as a Municipal Manager;
- 6.3 That Council appoints a preferred candidate as the Municipal Manager for a period of 5 years on the basis of the findings and the consensus of the Selection Panel;
- 6.4 That the Executive Mayor extend an offer of employment to the preferred candidate;
- 6.5 That the fixed term contract of employment and the all-inclusive remuneration package be negotiated and finalized by the Executive Mayor within the statutory limits;
- 6.6 That if the preferred candidate should decline the offer or not sign an employment contract within one month of the council resolution, the Executive Mayor be authorized to approach the following qualifying candidate with an offer for employment;
- 6.7 That it be noted that final appointment is dependent on approval by the MEC;
- 6.8 That the Selection Panel, or a representative thereof, as a matter of courtesy, inform the unsuccessful candidates formally of the outcome, and thank them for their application and participation in the process.

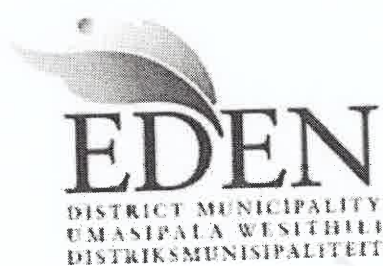
## **7. Closure**

All individuals that took part in the selection process are thanked for their time and effort in contributing to making this critical appointment a reality.

Regards

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**COUNCILLOR M BOOYSEN**  
**EXECUTIVE MAYOR**





**LONG LIST**

**MUNICIPAL MANAGER**

**JANUARY 2017**



Eden District Municipality – Long list – Municipal Manager

**Eden District Municipality****LONG LIST****Applications for position – Municipal Manager**

<b>Name, Surname, ID, Race, Gender Languages &amp; Driver's License</b>	<b>Address, Contact numbers &amp; E-mail address</b>	<b>Prof Registration &amp; Membership</b>	<b>Qualifications</b>	<b>Current Appointment</b>	<b>Experience</b>	<b>References</b>	<b>Comment</b>
<b>1</b> <b>MDUNYELWA</b> Luzuku Mbulelo 620904 5614 089 African Male English – Good Xhosa – Good Afrikaans (S: Poor R: Good, W: Fair) Code EC1 (Code 10)	12 King Fisher Walk, Pineland, 7450 Or PO Box 748 HOWARD PLACE 7405  072 673 7323 021 204 9711 (w) luzukomdunyelwa@g mail.com	Not registered presently	<b>1979</b> Gr 12, Langa High School, Cape Town <b>1980 – 1982</b> Snr Sec Teachers Dip <b>1982 – 1983</b> , BA, UTrans <b>1987 – 1988</b> B.Ed, UCT <b>1993 – 1994</b> PG Dip.Ed, RAU <b>1994 – 1995</b> , BPAHons, USB <b>1996</b> , MPA, USB <b>2001</b> Dip P.M. Executive Education <b>2011</b> M.Ph, UCT <b>2015</b> PhD, USB LLB, UNISA - current  <b>Other courses:</b> MMC, MFM, MSPB&PM, MG&L, MC&CP, N&A, N&CM, CC  <b>Comp Lit:</b> Excel, Word, PPT, Windows95	2016 to date Chief Executive Officer: Western Cape Liquor Authority	<b>2010 – 2015</b> Director: Strategic & Corporate Services – Stellenbosch Municipality <b>2000 – 2010</b> Director: Strategic Support (Office of the City Manager) – City of Cape Town <b>1997 – 2000</b> Director: Corporate Services – Helderberg Municipality ????? Human Resources Consultant - Technicon SA <b>1995 – 1996</b> – Training and Development Manager – Golden Arrow Bus Services <b>1993 – 1995</b> Academic Development Official – Department of Education and Training	Prof Simon Bekker Stellenbosch University 082 886 0664  Mr Mbulelo Baba City of Cape Town 021 4005486/ 084 815 3057  Councilor Sophie Louw Ex-Portfolio Councilor Stellenbosch Municipality 021 808 8009 / 071 112 7705	



Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Membership	Qualifications	Current Appointment	Experience	References	Comment
<b>2</b> <b>SMIT</b> Francois Alwyn 661009 5183 083 White Male English – Good Afrikaans – Good Xhosa – None Code EB	6 Kruger Street Island View MOSSEL BAY 6506 Or P O Box 2864 MOSSELBAY 6500 076 390 7331 <a href="mailto:Alwynsmit09@gmail.com">Alwynsmit09@gmail.com</a>	SA Council for Property Valuers Profession (7460/9)	<b>1984</b> Gr 12, Pietersburg High School <b>1989</b> BCom, <b>1990</b> , Cert Org & Work Study, TUT <b>2009</b> , Dip. Prop Valuation, UNISA  <b>Other courses:</b> Cert Administrative Law Cert Record Management Cert Legislative Drafting  <b>Comp Lit:</b> None listed	2016 to date Estate Agent – Realty 1, Mossel Bay	<b>2014 – 2016</b> – Managing Director: CS Hentiq 1244(Pty) Ltd t/a Realty 1 Estate Agency <b>2013 – 2014</b> – Member of Provincial Intervention Team: Corporate & Legal Services – Maquassie Hills Local Mun <b>2010 – 2013</b> – Executive Manager: Administration and Corporate Services, Naledi Local Mun <b>2008 – 2010</b> – Executive Manager: Operational Services, Naledi Local Mun <b>2003 – 2008</b> – Manager: Corporate Administration & Human Resources, Naledi Local Mun <b>1998 – 2003</b> , Town Secretary, Vryburg Mun later Naledi Local Mun <b>1994 – 1998</b> Assistant Town Secretary, Bronkhortspruit Transitional Local Council <b>1992 – 1994</b> Administration Officer – Akasia Town Council	Mr I Motōla Maquassie Hills Local Municipality 082 453 1255  Mr MT Segapo Naledi Local Municipality 053 928 2201 / 082 554 2452  Advocate J Voster Coordinator North West Province Legal task team 082 784 0839	

## Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registrat-ion & Member-ship	Qualifications	Current Appointment	Experience	References	Comment
<b>3</b> <b>MEIRING</b> Maria Johanna  580831 0115 085  White Female  English – Good Afrikaans – Good Xhosa – Poor  Code EB	34 Kings Garden, Kings Crescent, GRAHAMSTOWN, 6140  083 4481 055 / 046 6036 138 <a href="mailto:Riana3108@telkomsa.net">Riana3108@telkomsa.net</a>	None listed	<b>1976</b> Gr 12, Afrikaanse Hoër Meisieskool <b>1977 – 1980</b> BA Social Work, UP <b>1981</b> H.MS, USB <b>1984 – 1986</b> M.SW, UP <b>2004 – 2005</b> , MBA, BS Netherlands  <b>Other courses:</b> MFMP, CPMD  <b>Comp Lit:</b> None listed	2015 to date Acting MM and Director LED and Planning – Makana Municipality	<b>03/2015</b> – Consultant Strategic Planning Tourism Unit, Buffalo City Municipality <b>02/2015</b> – Sub Consultant Alignment of IDP, SDBIP- scorecards and Operational Plans, Ndlambe Municipality <b>2014</b> – Strategic Thinking Workshop, Nelson Mandela Mun <b>2012</b> – Acting Municipal Manager, Makana Municipality <b>2008 – 2013</b> – Director: LED, Makana Municipality <b>2006 – 2008</b> , PT Estate Agent, Remax Independent <b>2004 – 2008</b> – Sole Proprietor, M3M Management Services, <b>2001 – 2008</b> – Associate, Skills Factory <b>1996 – 2000</b> – IDP Manager & Manager Strategic Planning Unit, Cadadu DM <b>1990 – 2000</b> – Chief Public Relations Officer, Cadadu DM <b>1989 – 1990</b> , Chief Internal Communications Officer, Pretoria Municipality <b>1987 – 1989</b> , Chief Executive Officer, Setso <b>1985 – 1987</b> – Senior Liaison Officer for Community Development, Dept National Health & Population Development <b>1983 – 1985</b> Liaison Officer for Community Development – Dept National Health & Population Development 1981 – 1983 Liaison Officer, Cape Provincial Administration	Ntombi Baart DDG Operations 043 6055419 / 0834558135 <a href="mailto:Ntombi.baart@gmail.com">Ntombi.baart@gmail.com</a>  Pam Yako Zenandeleadership 012 99887337 / 0825505225 <a href="mailto:pam@zenandeleadership.co.za">pam@zenandeleadership.co.za</a> m  Les Reynolds Makana Municipality 0828011399 <a href="mailto:lesreynolds@itsnet.co.za">lesreynolds@itsnet.co.za</a>	

Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Membership	Qualifications	Current Appointment	Experience	References	Comment
<b>4</b> <b>RAS</b> Daniel Gerhardus 530914 5077 087 White Male English – Good Afrikaans – Good Xhosa – Poor Codes A & EB	59 Ingang Street, De Kelders, GANSBAAI, 7220  083 2353 732 <a href="mailto:gerhardrasct@gmail.com">gerhardrasct@gmail.com</a>	None listed	<b>1984</b> BA, UNISA <b>1993</b> B Hons, USB <b>2016</b> MPA, USB  <b>Other courses:</b> MFMA, MMC, MNGT Training Courses, Labour Law Courses, Scientific Report Writing  <b>Comp Lit:</b> Good operational skills in MS Outlook, MS Word, MS Excel & MS PowerPoint	Unemployed	<b>2011 – 2015</b> Executive Director: Corporate Services, City of Cape Town <b>2010</b> Acting Municipal Manager, George Municipality <b>2004 – 2005</b> Director: Project Consolidate, Dept of LGWC <b>1998 – 2004</b> Town Clerk / Municipal Manager, Matzikama Municipality <b>1995 – 1998</b> Town Clerk, Fochville Town Council <b>1994 – 1995</b> Town Secretary, Lydenburg Town Council <b>1989 – 1994</b> Town Secretary, Lingeletu West Town Council <b>1985 – 1988</b> Assistant Director, WC Development Board <b>1984 – 1985</b> Administrative Officer, Boksburg Municipality	Ms P de Lille Executive Mayor City of Cape Town 084 777 2065  Mr Achmat Ebrahim City Manager: City of Cape Town 084 908 0786  Mr Dirk Smit Speaker: City of Cape Town 083 377 0556	
<b>5</b> <b>STRATU</b> Monde Given 760921 5461 089 African Male English – Good Afrikaans – Good Xhosa – Good Code B	98A Castleton, PLETTENBERG BAY, 6600  044 501 2098 / 083 579 1075 <a href="mailto:mstratu@plett.gov.za">mstratu@plett.gov.za</a>	ILGM-NEC PEC Member Cape Law Society IODSA	<b>1999</b> Bproc, UP <b>2016</b> Comm Mediation Cert, UCT <b>2015</b> Adv Cert Municipal Administration, Wits  <b>Other courses:</b> <b>2015</b> , Accredited MM, SAQA Qualification <b>2009</b> CPMD – MF, Wits <b>2008</b> , Cert of Competency on Risk Management, <b>2002</b> , Cert Admission as Attorney <b>2000</b> , Legal Practice Cert  <b>Comp Lit</b> None listed	<b>2008 to date</b> HOD, Comm Services, Bitou Mun	<b>10/2016 – 11/2016</b> Acting MM, Bitou Mun <b>2008 – 2017</b> HOD, Comm Services, Bitou Mun <b>02/2006 – 05/2008</b> Manager Comm Services, Inkwanca Municipality <b>10/2002 – 01/2006</b> Personal Executive Assistant to MM and Mayor, Inkwanca Municipality <b>03/2002 – 08/2002</b> PA Burwana & Associates, Queenstown <b>12/2000 – 02/2002</b> Candidate Attorney, Horn & Lotz Attorneys, Burgersdorp	Ms Nandipha Bulabula Nandi Bulabula Attorneys 082 3502 104 <a href="mailto:nbulabula@gmail.com">nbulabula@gmail.com</a>  Mr Allen Paulse Municipal Manager, Bitou Mun 084 4482 800 <a href="mailto:apaulse@plett.gov.za">apaulse@plett.gov.za</a>  Mr Mxolisi Nkosi President of ILGN & MM Msunduzi Municipality 082 8066 788 <a href="mailto:Mbazo.ngozi@gmail.com">Mbazo.ngozi@gmail.com</a>	

Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registrat-ion & Member-ship	Qualifications	Current Appointment	Experience	References	Comment
<b>6</b> <b>BOOI</b> Mlungisi Wellington 700506 6209 083 African Male English – Good Afrikaans – Fair Xhosa – Good Code 8	15 Bently Avenue Willow Park, EAST LONDON 5200 073 269 7585 <a href="mailto:mlungisib@webmail.co.za">mlungisib@webmail.co.za</a>	HPCSA	<b>1988</b> – Gr12, AMS Sityana High Shool <b>1993</b> Ndip, Enviromental Health <b>2005</b> , Btech Environmental Health, Pentech, <b>2010</b> , MPA&M, U Fort Hare <b>2015</b> , MBA, Rhodes <b>Other courses:</b> MFMA Various short courses and training certificates <b>Comp Lit</b> Internet & Email, MS Office, Ms Project	<b>08/2011 to date</b> Senior Manager Municipal Health Services, Amathole District Mun	<b>12/2002 – 07/2011</b> Assistant Director EH, Dept of Health <b>1999 – 2002</b> Chief EHP Officer, Dept of Health <b>1993 – 1999</b> , EHP Officer, Dept Of Health	Mr MM Wogoqoyi Manager (B/City Suv District)\EAST LONDON 073 807 8013 / 076 793 3052 Mr D Ntuli Sub District Manager, Dept of Health 083 378 0983 / 082 586 7090 Mr DM Lusasa Sub District Manager Buffalo City Dept of Health 083 378 0653	

Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Membership	Qualifications	Current Appointment	Experience	References	Comment
<b>7 EDSON</b> Richard Albert 660204 5033 088 Coloured Male English – Good Afrikaans – Good Xhosa – None Code A & EB	6 Waterbok Street, Soneike, KUILSRIVER 7580 082 805 6911 Raedson09@gmail.com	ECSA (950056) SAIEE (11524)	<b>1983</b> , Gr 12 Swartberg Senior Secondary <b>1984</b> , B.Sc.1 UWC <b>1985 – 1989</b> , B,Eng USB <b>2006</b> , B.Comm.1, UCT  <b>Other courses:</b> Operating Regulations for High Voltage Systems Power System Simulator for Engineers Power System Protection ISO 9000 Omicron Protection course DigSilent Fault analysis Transmission Grid Code Siemens Disturbance Recorders Global Programme in Utilities Management Intro to Environmental Management  <b>Comp Lit</b> None listed	Unemployed	<b>2012 – 2015</b> CEO, Overberg Water <b>2011 – 2012</b> Eskom Transmission Secondary Plant Chief Engineer <b>2010</b> Part-time Private Consulting, Imbokotho Engineering <b>2007 – 2011</b> Eskom Transmission Planning and Performance Manager <b>2006 –</b> Full-time Student UCT <b>2005</b> Eskom Transmission Planning and Performance Manager <b>1999 – 2004</b> Eskom Transmission Secondary Plant Manager <b>1998</b> Eskom Transmission Protection and Control Chief Engineer <b>1995 – 1997</b> Eskom Transmission Protection and Control Senior Engineer <b>1990 – 1994</b> Eskom Transmission Protection and Control Engineer	Mr Se van Diemen Outage Manager – Eskom Peaking Generation 082 886 0761  Mr PM Giewelaar Senior Project Engineer – Consolidated Power Projects 072 406 0864  Adv AB Singh Deputy Director General, Dept of Water and Sanitation 082 602 0977	

## Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Membership	Qualifications	Current Appointment	Experience	References	Comment
8 <b>VAN DALEN</b> Juan Francois  551018 5037 085  White Male  English – Good Afrikaans – Good Xhosa – None  Code 8	912 Fish Eagle Drive, Chintsa, EAST LONDON 5275 Or Posnet Suite 63 Private Bag X3 BEACON BAY 5205  043 738 5299 (H) 073 8315746 (W) 083 760 5946 (C) <a href="mailto:fvdalen@mweb.co.za">fvdalen@mweb.co.za</a>		<b>1975 – 1977</b> NDip Civil Engineering <b>2002 – 2003</b> Cert. Construction Law, USB <b>2006 – 2009</b> BOP, USB <b>2015 – 2016</b> CPMD Uni Fort Hare  <b>Other courses:</b> Secrets of Success, Project Management Pavement & material design Super Management Eskom SMC for Municipal Senior Workers Construction & Engineering Law MDP – US MFMA  <b>Comp Lit</b> Internet, MS Projects, MS Office programs	<b>2012 to date</b> Director Technical & Community Services, Great Kei Municipality	<b>2010 – 2011</b> Estate Agent, Harcourts Stellenbosch <b>2007 – 2009</b> Director Property/Project Management, Calidris Developments <b>1993 – 2007</b> Program/Project Manager, Stellenbosch Municipality <b>1992 – 03/1993</b> Insurance Broker, Barcol Insurance Brokers <b>1990 – 1992</b> Owner / Manager, Wimpy Odn <b>1986 – 1990</b> Project Manager, Eskom George <b>1979 – 1986</b> Civil Engineering Technician, Eskom Megawatt Park <b>1975 – 1979</b> Training Civil Eng Technician. Africon Consulting Engineers	Mr Bill Heton Great Kei Municipality 079 072 7080  Ms Susan Holmes Great Kei Municipality 082 501 0002  Mr Emile van der Merwe Stellenbosch Municipality 084 556 6461	
9 <b>DELO</b> Nigel Brandon  781225 5126 089  Coloured Male  English – Good Afrikaans – Good Xhosa – None  Code B	P O Box 12533 Garden Route Mall GEORGE 6546  074 700 7281 <a href="mailto:Nigel.delo@yahoo.co.m">Nigel.delo@yahoo.co.m</a>		<b>1996</b> Gr 12, Pacaltsdorp Secondary School <b>2000 – B.</b> Accounting, USB  <b>Other courses:</b> <b>2012</b> Cert. Municipal Financial Management, LGSETA <b>2014</b> GRAP Implementation, USB <b>2014</b> EDLP, UWC  <b>Comp Lit</b> MS Office Programs	?????	<b>09/2011 – 10/2016</b> , CFO, Kannaland Mun <b>03/2010 – 08/2011</b> CFO, Eden DM <b>02/2007 – 02/2010</b> CFO, Swellendam Municipality <b>12/2005 – 02/2007</b> Deputy CFO, Kannaland Mun <b>07/2004 – 11/2005</b> Accountant (Salaries & Expenditure) Eden DM <b>01/2000 – 06/2004</b> Senior Audit Clerk, PriceWaterHouseCoopers	Johan Coetzee Kannaland Municipality 082 4112556  Alewijn Dippenaar Audit Committee Chairperson Kannaland Municipality 082 4575675  Roslyn Saptoe RSK & Associates (Internal Auditors) 072 076 8882	



Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Membership	Qualifications	Current Appointment	Experience	References	Comment
10 <b>HOOGBAARD</b> Morne Marshall  750630 52222 084  Coloured Male  English – Good Afrikaans – Good Xhosa – None  Code B	13B Noord Street, Pacaltsdorp, GEORGE, 6527  0834157306 <a href="mailto:morne@hoogbaard.co.za">morne@hoogbaard.co.za</a>	None	<b>1994</b> Gr12, Gerrit du Plessis <b>1995 - 2000</b> BA, MA & BA Honours, USB <b>2006 – 2007</b> EMLP, USB  <b>Other courses:</b> MMC, Climate Change, LED Assessor Training, Supervision for Managers, 7 Habits of Highly Effective People, Trade Promotion Course, Expert Marketing and Management of Craft Exports to Europe, Business Writing Skills, Business presentation Skills, isiXhosa, Economic Course, Interpersonal skills Course  <b>Comp Lit</b> MS Office, Internet & E-mail	<b>09/2016 to date</b> Self employed	<b>10/2011 – 08/2016</b> Municipal Manager, Kannaland Municipality <b>01/2011 – 09/2011</b> Acting Municipal Manager, Kannaland Municipality <b>11/2009 – 06/2011</b> Acting Municipal Manager, Eden DM <b>03/2010 – 09/2011</b> Executive Manager: Strategic Services, Eden DM <b>07/2004 – 06/2005</b> Manager: LED, George Municipality <b>02/2004 – 05/2004</b> Assistant Manager: Trade Promotion, Wesgro <b>03/2001 – 01/2004</b> Assistant Director: Foreign Trade & Investment <b>2005 – 2010</b> Senior Manager ED & Tourism (Manager 2010 FIFA World Cup Bid)	Reverend L du Plessis 082 560 6899  Reverend R Laws Former Executive Mayor of Eden DM 082 747 8967  Dr Freddie La Grange Owner of Touwsberg Nature Reserve 028 551 2462	
11 <b>TSHINGANA</b> Khuthala Nancy  730422 0384 084  African Female  English – Good Afrikaans – Poor Xhosa – Good  Code B	Flat 26, Morris Mews, GEORGE, 6530  084 673 0422 044 802 8600 <a href="mailto:khuthalat@legal-aid.co.za">khuthalat@legal-aid.co.za</a>	N/A	<b>1993</b> Gr12, Itembellhle Comprehensive School <b>1994 – 1997</b> BComm, NMMU  <b>Other courses:</b> PPPFA, PFMA, Treasury Regulations, Business Writing Skills, Minute Taking, Assertiveness Training  <b>Comp Lit</b> MS Word, Sypro, MS Excel, Internet Browsing, MS Outlook, PowerPoint, BAAN, SAP	<b>01/2015 to date</b> Admin Manager, Legal Aid South Africa	<b>07/2010 – 12/2014</b> Admin Officer (Finance) Legal Aid SA <b>06/2000 – 06/2010</b> Senior Accounts Clerk, PPC Cement	Mr Pieter Terblanche Legal Aid South Africa 083 601 0159 / 044 802 8600  Mr Muleki Makibeni Legal Aid South Africa (George Justice Centre) 044 802 8600 / 084 301 1019  Mr Robin Daniels Financial Manager – PPC Cememtn PE 041 4862272	



Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Membership	Qualifications	Current Appointment	Experience	References	Comment
<b>12 HARDNICK</b> Neil Abraham  761220 5153 088  Coloured Male  English – Good Afrikaans – Good Xhosa – None  Code C1	13 Bellair Street, Borchers, GEORGE, 6529  044 803 5000 / 079 157 9382		<b>1995</b> Gr12, Parkdene Senior Secondary School <b>2016</b> , LLB Unisa (Incomplete)  <b>Other courses:</b> Medical Practice Legal Compliancy of record management in the Medical practice  <b>Comp Lit</b> MS Word 2003 Level 1 & 2, MS Excel- Basic	<b>01/2009 to date</b> Admin Clerk, Dr WE Scribante & Partners	<b>1997 – 2007</b> (Messenger, Filing Clerk, Office Manager, Bookkeeping) Francois van Zyl Attorneys	Francois van Zyl Francois van Zyl Attorneys 044 874 3603  Dr WE Scribante Dr WE Scribante & Partners 044 – 803 5015  Bishop Trevor Stephens New Apostolic Church 082 605 5046	
<b>13 OLIVIER</b> Eric  840820 5246 082  Coloured Male  English – Good Afrikaans – Good Xhosa – Poor  Code 8	Unit 326, Greenstone Gate, GREENSTONE HILL, 1609 Or P O Box 8126, GREENSTONE HILL 1616  082 314 0919 / 087 736 8929 Ericolivier26@gmail.com or Eric.olivier@fmb.co.za	SAIPA (41504) SAIPA	<b>2002</b> Gr 12 Groot Brakrivier Secondary School <b>2003 – 2005</b> B.Com (Financial Accounting) NWU <b>2006 – 2009</b> , B.Com Honours (Financial Accounting) NWU  <b>Other courses:</b> Intermediate Management Development Program, SA Institute of Professional Accountants, Association of Chartered Certified Accountants  <b>Comp Lit</b> MS Office suite	<b>12/2015 to date</b> Finance Manager, Retail Banking / Consumer Segment FNB	<b>12/2012 – 11/2015</b> Finance Manager, Retail Banking / Consumer Segment FNB <b>03/2012 – 11/2012</b> Financial Analyst, SABMiller – Project Triumph <b>09/2010 – 02/2012</b> Assistant Management Accountant, SA Express Airways <b>11/2008 – 08/2010</b> Cost Accountant, Impala Platinum Holdings LTD <b>02/2008 – 10/2008</b> Business Unit Accountant (Project Accountant) Bigen Africa Services (Pty) Ltd <b>02/2007 – 01/2008</b> Senior Internal Audit Clerk, Gobodo Inc. Mafikeng <b>01/2006 – 01/2007</b> Internal Audit Clerk, NWU	Angela Moody FNB, HR Manager 083 629 8474  Geronomow Frans FNB HR Manager 083 711 1943  Mlindeu Gandela SA Express Airways 071 883 0117	

Eden District Municipality – Long list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registrat-ion & Member-ship	Qualifications	Current Appointment	Experience	References	Comment
14 <b>NTSIKENI</b> Zikiswa  740502 0927 087  African Female  English – Good Afrikaans – None Xhosa – Good Other – Good  Code EB	6654 Puerto Street, CENTURION, 0157 Or P O Box 724, RASLOUW 0109  082 829 8954 / 011 999 5741	IMFO	<b>1992</b> GR12 Upper Corana Senior Secondary School, Umtata <b>1995</b> BCom, Unitra <b>2001</b> B.Tech PE Technicon <b>2003</b> MBA PE Tech Current busy with LLB, Unisa  <b>Other courses:</b> <b>1998</b> Associate Diploma <b>2011</b> Management Accounting Dip <b>2013</b> LGSETA MFMA  <b>Comp Lit</b> Ms Outlook, MS Word, Ms Excel, Ms PowerPoint, Ms Projects	<b>05/2014 to date</b> HOD, City of Ekurhuleni	<b>04/2012 – 02/2014</b> Strategic Executive Director, City of Tshwane <b>02/2008 – 03/2012</b> Regional Executive Director, City of Tshwane <b>04/2005 – 02/2008</b> Executive Director: Financial Management, City of Tshwane. <b>01/2004 – 03/2005</b> Client Portfolio Executive, FNB Corporate <b>01/1999 – 01/2004</b> Office Manager, Office of the CFO, Buffalo City Metro	Khaya Ngema Former City Manager, Ekuruleni 082 766 0696  Ndivho Lukhwareni Deputy City Manager, City of Tshwane 083 296 9032 <a href="mailto:ndivhol@tshwane.gov.za">ndivhol@tshwane.gov.za</a>  Brain Shepherd National Treasury 082 496 1295 <a href="mailto:bbwshep@gmail.com">bbwshep@gmail.com</a>	

Total candidates: 14

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**SHORT LIST**

**MUNICIPAL MANAGER**

**FEBRUARY 2017**



Eden District Municipality – Short list – Municipal Manager

***Eden District Municipality*****SHORT LIST****Applications for position – Municipal Manager**

<b>Name, Surname, ID, Race, Gender Languages &amp; Driver's License</b>	<b>Address, Contact numbers &amp; E-mail address</b>	<b>Prof Registrat-ion &amp; Member-ship</b>	<b>Qualifications</b>	<b>Current Appointment</b>	<b>Experience</b>	<b>References</b>	<b>Comment</b>
<b>1</b> <b>MDUNYELWA</b> Luzuku Mbulelo (Luzuko)  620904 5614 089  African, Male  English – Good Xhosa – Good Afrikaans (S: Poor R: Good, W: Fair)  Code EC1 (Code 10)	12 King Fisher Walk, Pinelands 7450 Or PO Box 748 HOWARD PLACE 7405  072 673 7323 021 204 9711 (w) luzukomdunyelwa@g mail.com	Not registered presently	1979 Gr 12, Langa HS, Cape Town 1982 Snr Teachers Dip 1983, BA, UTrans 1988 B.Ed, UCT 1994 PG Dip.Ed, RAU 1995, BPAHons, USB 1996, MPA, USB 2001 Dip PM Exec Educ 2011 M.Ph, UCT 2015 PhD, USB LLB, UNISA - current  <b>Other courses:</b> MMC, MFM, MSPB & PM, MG&L, MC&CP, N&A, N&CM, CC  <b>Comp Lit:</b> Excel, Word, PPT, Win 95	2016 to date Chief Executive Officer: Western Cape Liquor Authority	2015 Dir: Strat & Corp Serv, Stellenbosch Mun 2000–2010 Dir: Strat Supp, CCT 1997–2000 Dir: Corp Serv, Helderberg Mun 1996–1997 HR Cons, Tech SA 1995–1996 Training & Dev Mger, Golden Arrow Bus Serv 1993–1995 Acad Dev Off, DET	Prof Simon Bekker US 082 886 0664  Mr Mbulelo Baba CCT 021 4005486 / 084 815 3057  Councillor Sophie Louw Ex-Portfolio Councilor Stellenbosch Mun 021 808 8009 / 071 112 7705	Qualify
<b>4</b> <b>RAS</b> Daniel Gerhardus (Gerhard)  530914 5077 087  White, Male  English – Good Afrikaans – Good Xhosa – Poor  Codes A & EB	59 Ingang Street, De Kelders, GANSBAAI, 7220  083 2353 732 gerhardrasct@gmail. com	None listed	1984 BA, UNISA 1993 B Hons, USB 2016 MPA, USB  <b>Other courses:</b> MFMA, MMC, MNGT Training Courses, Labour Law, Scientific Report Writing  <b>Comp Lit:</b> MS Outlook, MS Word, MS Excel & MS PowerPoint	Unemployed	2011–2015 Exec Dir: Corp Serv, CCT 2010 Act MM, George Mun 2004–2005 Dir: Proj Consolidate, Dept of LGWC 1998–2004 TC/MM, Matzikama Mun 1995–1998 TC, Fochville TC 1994–1995 TS, Lydenburg TC 1989–1994 TS, Lingeletu West TC 1985–1988 Asst Dir, WC Dev Board 1984–1985 Adm Off, Boksburg Mun	Ms P de Lille Exec Mayor, CCT 084 777 2065  Mr Achmat Ebrahim City Mger: CCT 084 908 0786  Mr Dirk Smit Speaker: CCT 083 377 0556	Qualify

Eden District Municipality – Short list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Membership	Qualifications	Current Appointment	Experience	References	Comment
<b>5</b> <b>STRATU</b> Monde Given (Monde)  760921 5461 089  African, Male  English – Good Afrikaans – Good Xhosa – Good  Code B	98A Castleton, PLETTENBERG BAY, 6600  044 501 2098 / 083 579 1075 <a href="mailto:mstratu@plett.gov.za">mstratu@plett.gov.za</a>	ILGM-NEC PEC Member Cape Law Society IODSA	1999 B.Proc, UP 2009 CPMD – MF, Wits 2015 Adv Cert Municipal Administration, Wits  <b>Other courses:</b> Acc MM, Risk Mgmt, Adm as Att, Legal Practice, Mediation  <b>Comp Lit</b> None listed	2008 to date HOD, Comm Services, Bitou Mun	2016 Act MM, Bitou Mun 2008–2017 HOD, Comm Serv, Bitou Mun 2006–2008 Mger Comm Serv, Inkwanca Mun 2002–2006 Pers Exec Asst to MM & Mayor, Inkwanca Mun 2002 PA, Burwana & Ass 2000–2002 Cand Att, Horn & Lotz Attorneys	Ms Nandipha Bulabula Nandi Bulabula Attorneys 082 3502 104 <a href="mailto:nbulabula@gmail.com">nbulabula@gmail.com</a>  Mr Allen Paulse MM, Bitou Mun 084 4482 800 <a href="mailto:apaulse@plett.gov.za">apaulse@plett.gov.za</a>  Mr Mxolisi Nkosi Pres of ILGN & MM Msunduzi Mun 082 8066 788 <a href="mailto:Mbazo.ngozi@gmail.com">Mbazo.ngozi@gmail.com</a>	Qualify
<b>10</b> <b>HOOGBAARD</b> Morne Marshall (Morne)  750630 52222 084  Coloured, Male  English – Good Afrikaans – Good Xhosa – None  Code B	13B Noord Street, Pacaltsdorp, GEORGE 6527  0834157306 <a href="mailto:morne@hoogbaard.co.za">morne@hoogbaard.co.za</a>	None	1994 Gr12, Gerrit du Plessis 2000 BA, MA & BA Hons, USB 2007 EMLP, USB  <b>Other courses:</b> MMC, Climate Change, LED Ass, Sup for Mgers, 7 Habits Highly Eff People, Trade Prom, Expert Mark & Mgmt Craft Exports to Europe, Bus Writing Skills, Bus pres Skills, isiXhosa, Econ, Interpersonal skills  <b>Comp Lit</b> MS Office, Int & E-mail	2016 to date Self employed	2011–2016 MM, Kannaland Mun 2011 Act MM, Kannaland Mun 2009–2011 Act MM, Eden DM 2010–2011 Exec Mger: Strat Serv, Eden DM 2004–2005 Mger: LED, George Mun 2004 Asst Mger: Trade Prom, Wesgro 2001–2004 Asst Dir: Foreign Trade & Inv 2005-2010 Snr Mger ED & Tourism (Mger 2010 FIFA World Cup Bid)	Reverend L du Plessis 082 560 6899  Reverend R Laws Ex-Exec Mayor of Eden DM 082 747 8967  Dr Freddie La Grange Owner of Touwsberg Nature Reserve 028 551 2462	Qualify

## Eden District Municipality – Short list – Municipal Manager

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registrat-ion & Member-ship	Qualifications	Current Appointment	Experience	References	Comment
14 <b>NTSIKENI</b> Zikiswa  740502 0927 087  African, Female  English – Good Afrikaans – None Xhosa – Good Other – Good  Code EB	6654 Puerto Street, CENTURION 0157 Or P O Box 724, RASLOUW 0109  082 829 8954 011 999 5741 <a href="mailto:ntsikeniz@gmail.com">ntsikeniz@gmail.com</a>	IMFO	1992 Gr 12, Upper Corana SSS, Umtata 1995 B.Com, Unitra 2001 B.Tech, PE Tech 2003 MBA, PE Tech LLB, Unisa - current  <b>Other courses:</b> Ass Dip, Mgmt Acc, LGSETA MFMA  <b>Comp Lit</b> Outlook, Word, Excel, PowerPoint, Projects	2014 to date HOD, City of Ekurhuleni	2012–2014 Strat Exec Dir, City of Tshwane 2008–2012 Reg Exec Dir, City of Tshwane 2005–2008 Exec Dir: Fin Mgmt, City of Tshwane 2004–2005 Client Portfolio Exec, FNB Corp 1999–2004 Office Mger to CFO, Buffalo City Metro	Khaya Ngema Ex-City Mger, Ekurhuleni 082 766 0696  Ndivho Lukhwareni Dep City Mger, City Tshwane 083 296 9032 <a href="mailto:ndivho@tshwane.gov.za">ndivho@tshwane.gov.za</a>  Brain Shepherd National Treasury 082 496 1295 <a href="mailto:bbwshep@gmail.com">bbwshep@gmail.com</a>	Qualify

Total candidates: 5

Withdrawals: 2