

**Mpumalanga**  
TOURISM AND PARKS AGENCY

**EXTERNAL ADVERTISEMENT**

The Mpumalanga Tourism and Parks Agency with its Head Office in Mbombela serves the Mpumalanga Province with regards to Tourism and Nature Conservation. Candidates with the applicable minimum requirements are invited to apply for appointment to the following position:

**PROGRAMME :** OFFICE OF THE CHIEF FINANCIAL OFFICER  
**POSITION :** CHIEF FINANCIAL OFFICER  
**REFERENCE :** FIN076/8/2019  
**CENTRE :** MBOMBELA (HEAD OFFICE)  
**TERM :** FIVE (5) YEAR FIXED TERM CONTRACT  
**REMUNERATION :** AN ALL INCLUSIVE SALARY PACKAGE OF R1 333 472.15 PER ANNUM

**Purpose of the post:** The CFO will be tasked with, amongst others, providing both strategic and tactical support on matters relating to budget management, cost benefit analysis, develop and promote a system of good financial management which will ensure compliance with the Public Finance Management Act (Act No.1 of 1999) and Treasury Regulations. The CFO will also have oversight of strategic projects and provide programmatic support of key contracts.

**Required qualifications and skills:** • The successful candidate must have a Bachelor Degree, CA (SA), CIMA or MBA will be an added advantage with at least 10 years' working experience, of which, 5 years must have been proven experience as a CFO and at a strategic level in a Senior Financial Management role • Strong leadership and management skills • In-depth knowledge of Financial and Management Accounting, Risk and Project Management, Supply Chain and Asset Management legislations, policies and practices • Understanding of the Public Sector and the extensive knowledge of relevant legislative frameworks (PFMA), National Treasury Regulations, GRAP and IFRS. High level of communication, public speaking, negotiation, people management, strategic thinking and change management skills • Commitment to transformation, stakeholder relations and accountability.

**Key Performance Areas:** • Provide support to the CEO and key stakeholders on all strategic matters related to budgets, revenue enhancement, financial management, Asset Management and supply chain management • Provide strategic leadership to ensure financial viability and budget discipline of the Agency • Preparation and submission of accurate annual financial statements (AFS), comply with GRAP, attainment and maintenance of favourable audit findings • Manage key contracts and ensure implementation in accordance with service level agreements • Ensure internal business excellence within the Finance Programme • Develop and maintain systems of internal controls to safeguard financial assets of the Agency and oversee funding allocation of programmes and goods/ services • Implement applicable government policy directives and legislation • To ensure the effective and efficient management of projects within the area of responsibility and contribute towards the financial sustainability of the Agency Assessment

Applicants may be required to take a proficiency test, testing the elements above and will be expected to make a maximum of 3 hours available for both the interview and proficiency assessment.

**Enquiries:** Nomusa Hlekwayo at (013) 759 5300 Ext. 5579; Brilliant Khoza Ext. 5596; Bongani Vilane Ext. 5518.

Closing date: 13 September 2019

Interested applicants are invited to submit applications accompanied by a comprehensive Curriculum Vitae and recently certified copies of formal qualifications, driver's licence and ID (not older than 3 months):

**The Human Resources Manager**  
Private Bag X11338  
Nelspruit  
1200

Or  
Hand delivered at the MTPA Head Offices, Room J8, N4 Road Halls Gateway Mataffin, Mbombela 1200.

The Agency reserves the right not to fill the advertised positions. Should you not receive any feedback from us within 30-days from the closing date of this advertisement, you may assume that your application was unsuccessful.

The Mpumalanga Tourism and Parks Agency is an equal opportunity employer and is committed to the achievement and maintenance of diversity and equity in employment and intends to promote representativeness through the filling of this position. People with disabilities are encouraged to apply.

If you believe in a value-based organisation that upholds • People-centric  
• Passion • Performance • Integrity and • Proactivity, then  
Environmental Affairs is your employer of choice.

**THE DEPARTMENT INVITES APPLICATIONS FOR THE BELOW POSITIONS BASED IN PRETORIA:**

**CONTROL ENVIRONMENTAL OFFICER GRADE A: CLIMATE CHANGE M&E MITIGATION RESPONSE ANALYSIS**  
• Ref.: CCA005/2019 • Salary: R495 219 per annum  
• Enquiries: Ms R. Mokoaleane, tel. 012 399 9147

**CONTROL BIODIVERSITY OFFICER GRADE A: BIODIVERSITY PLANNING AND STEWARDSHIP**  
• Ref.: BC05/2019 • Salary: R495 219 per annum  
• Enquiries: Ms P. Kershaw, tel. 012 399 9885

**CLOSING DATE: 16 SEPTEMBER 2019**

For more information regarding the requirements and duties, please visit our website at [www.environment.gov.za](http://www.environment.gov.za) and click on vacancies and ensure you follow the correct link to the position of interest.

**environmental affairs**  
Department of Environmental Affairs  
REPUBLIC OF SOUTH AFRICA

Call centre: 086 111 2468

[www.ursonline.co.za](http://www.ursonline.co.za) URS 26723

**PESETA**  
Public Service Sector Education & Training Authority

**CALL FOR NOMINATIONS TO SERVE AS MEMBERS OF THE PESETA ACCOUNTING AUTHORITY**

The Public Service Sector Education and Training Authority (PESETA), on behalf of the Minister of Higher Education, Science and Technology (MHEST) Dr. BE Ntshongane, calls for the nominations within the Public Service Sector: Organised Labour, Organised Employers, Government Departments that have interest in the sector but not organised employer, Interested Professional Bodies, Bargaining Councils within jurisdiction in the sector and Organisations of communities that have an identified interest in skills development to serve as members of the PESETA Accounting Authority (AA and / or Board) effective from 1 April 2020 - 31 March 2025. The current term of office for the AA and / or Board members of the PESETA will expire on 31 March 2020. Section 11(5) of the Skills Development Act (No. 97 of 1998) as amended provides that: "The Minister must, at least three months before the end of the period contemplated in Section 9 (1) (a), request the Chief Executive Officer of the relevant SETA contemplated in section 13(b) to invite nominations."

The following documents are compulsory and should accompany the Nomination form for consideration otherwise the nomination will be disqualified: A brief and recently updated Curriculum Vitae of the Nominee, including three (3) Contactable References, Certified Copies of the Academic Qualifications, Identity Document, Proof of Residence (not older than 3 months) and a Declaration of Interest Form. Candidates will be required to disclose business and financial interests and will be subjected to a security clearance. Nomination forms and related documents may be found and/or accessed on the PESETA website [www.peستا.org.za](http://www.peستا.org.za). Nomination close strictly at 16:30 on Wednesday 4 September 2019. Nominations received after the deadline will not be eligible for consideration. Email: [boardnominations@peستا.org.za](mailto:boardnominations@peستا.org.za) Enquiries: PESETA Chief Executive Officer: Ms B Lerumo Tel: 012 423 5701

[www.peستا.org.za](http://www.peستا.org.za)

**international relations & cooperation**  
Department: International Relations and Cooperation  
REPUBLIC OF SOUTH AFRICA

The Department of International Relations and Cooperation has the following position available at its Head Office in Pretoria:

**BRANCH: CORPORATE MANAGEMENT**  
**OFFICE OF THE CHIEF INFORMATION OFFICER**

**CHIEF INFORMATION OFFICER**  
(REF.: 26713/01)

For full details of the advertised post and how to apply and other relevant information, please visit the Department's website: [www.dirc.gov.za](http://www.dirc.gov.za) (home page under "Employment Information").

**CLOSING DATE: 13 SEPTEMBER 2019**

[www.ursonline.co.za](http://www.ursonline.co.za) URS 26713

**Gert Sibande**  
District Municipality

Gert Sibande District Municipality (Category 3 Municipality), an equal opportunity employer, invites suitably qualified and experienced candidates to apply for the under-mentioned positions.

The Gert Sibande District Municipality is an affirmative action employer and committed to the implementation of its Employment Equity Plan, therefore people from designated groups are encouraged to apply.

**Department: Planning and Economic Development**

**MANAGER: TRADE DEVELOPMENT**  
Salary scale: R480 770-R624 070 per annum excl benefits (Task Grade: TK15) (Ref. MPDC30/PED/0)

**Requirements:** • National Diploma/Degree in Economics/Development Studies or equivalent qualification • A valid Code EB (08) driver's licence • Computer literacy (MS Office applications) • 2-3 years' Middle Management experience.

**TRANSPORT TECHNOLOGIST**  
Total salary package: As per the approved salary scale (Task Grade: TK16) (Ref. MPDC30/PED/0)

(3-year fixed-term contract)

**Requirements:** • A degree in Civil Engineering (NQF level 7) or any other accredited qualification for registration as a Civil Engineering Technologist with the Engineering Council of South Africa • Registration as an Engineering Technologist or Professional Engineer in terms of the Engineering Profession Act, 2000 • Code EB driver's licence • A minimum of 4 years' appropriate and relevant experience in transport engineering • Complex problem-solving skills, in identifying complex problems and reviewing related information to develop and evaluate options and implement solutions • Critical thinking, ie using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems • Systems analysis, ie determining how a system should work and how changes in conditions, operations and the environment will affect outcomes • Quality control analysis, ie conducting tests and inspections of products, services or processes to evaluate quality or performance.

**CHIEF TOWN AND REGIONAL PLANNER**  
Salary scale: R541 305-R702 646 per annum excl benefits (Task Grade: TK16) (Ref. MPDC30/PED/0)

**Requirements:** • A degree in Town and Regional Planning and registration as a Professional Planner in terms of the Planning Professions Act, 2002 • Knowledge of GIS • A minimum of 4 years' appropriate and relevant experience in town planning, 2 of which must have been at Middle Management level • Code EB driver's licence • Proven ability to manage staff • Sound management skills • Good report-writing skills • Proficiency in MS Word, PowerPoint, Internet and e-mail • Proficiency in settlement history and theory, planning theory, planning sustainable cities and regions, urban planning and place making, rural planning, regional development and planning • Proficiency in public policy, institutional and legal framework, environmental planning and management, transportation planning and systems, land use and infrastructure planning, integrated development planning, land economics, social theories related to planning and development and research.

**Department: Community and Social Services**

**ENVIRONMENTAL HEALTH PRACTITIONERS**  
(2 POSTS)  
Salary scale: R328 976-R427 021 per annum excl benefits (Task Grade: TK12) (Ref. MPDC30/CSS/0)

**Requirements:** • National Diploma in Environmental Health (NQF Level 5) • Registration with the Health Professions Council of S.A. • Registration as a Peace Officer will be an added advantage • 1-3 years' relevant experience • Excellent working knowledge of environmental health legislation and its application • Competence in report-writing and verbal communication • The ability to negotiate and resolve complex problems • Attention to detail • Assertiveness when addressing compliance issues • The ability to work independently.

**Department: Infrastructure and Technical Services**

**SENIOR LABORATORY TECHNICIAN: CHEMISTRY**  
Salary scale: R278 644-R361 712 per annum excl benefits (Task Grade: TK11) (Ref. MPDC30/ITS/007)

**Requirements:** • A BSc degree or ND in Analytical Chemistry • 3 years' laboratory experience and at least 1 year in a water laboratory • Computer literacy • Experience in LIMS and in a 17025-accredited and GLP environment will be an added advantage.

**Purpose of the job:** Undertake chemical analysis of samples using standard operating procedures and validated technical methods for the provision of accurate, timely and cost-effective results that meet accreditation and customer requirements. In addition, assist the Section Manager in coordination of activities within the section to ensure efficient and effective operations.

**Department: Corporate Services**

**CHIEF SKILLS DEVELOPMENT FACILITATOR**  
Salary scale: R278 644-R361 712 per annum excl benefits (Task Grade: 11) (Ref. MPDC30/CORP/025)

**Requirements:** • A diploma/degree in Human Resource Management/ BEd degree at NQF level 6 and 3 years' relevant experience • Computer literacy (MS Office applications) • A training background • Presentation skills • Communication skills • Knowledge of the Skills Development Act • Report-writing skills will serve as strong recommendations • A valid Code EB (08) driver's licence.

**SENIOR ENGINEERING TECHNICIAN**  
(Re-advertisement)  
Salary scale: R370 394-R480 770 per annum excl benefits (Task Grade: 13) (Ref. MPDC30/ITS/0)

**Requirements:** • BSc or BTEch in Civil Engineering or equivalent relevant qualification • Registered candidate with the Engineering Council of South Africa (proof must be supplied) • A valid Code EB driver's licence • 3 years' relevant experience in construction/operation and maintenance in a municipal environment • Project management, contract management and financial management skills will serve as strong recommendations • Written and verbal communication skills • Presentation and facilitation skills • Computer literacy.

As part of the selection process, candidates may be tested on any requirement, skill or competency, which will include pre-employment screening, security vetting and psychometric assessment.

NB: The posts are subject to security vetting and job evaluation.

Interested persons meeting the requirements are requested to forward a covering letter (application letter), stating clearly the position applied for, together with a detailed CV and certified copies of qualifications, to the General Manager: Corporate Services, Ms NC Ndlovu, Gert Sibande District Municipality, PO Box 1748, Ermelo 2350 on or before 13 September 2019 at 12:00.

Administrative enquiries should be directed to Ms Patricia Khanye at (017) 801-7057.

For more details on each post, please refer to our website: [www.gsbanded.gov.za](http://www.gsbanded.gov.za)

Please note that it is the responsibility of the applicant to make sure that the application reaches our District offices on or before the closing date mentioned above.

Should you not receive a response within 30 days of the closing date of the advertisement, please consider your application unsuccessful.

Mr CA Habibe - Municipal Manager

**CALL FOR NOMINATIONS TO SERVE ON THE ETD SETA ACCOUNTING AUTHORITY (BOARD)**  
01 APRIL 2020 - 31 MARCH 2025

**ETDP-SETA**

The Education, Training and Development Practices Sector Education and Training Authority (ETDP SETA), established in terms of the Skills Development Act (SDA) No. 97 of 1998 (as amended), hereby calls for nominations from its Constituencies to serve on the Board of the ETD SETA from 01 April 2020 to 31 March 2025. The Board comprises of a maximum of fifteen (15) members drawn from the Constituencies below:

(i) Six Nominees from Organised Employers in the ETD sector  
(ii) Six Nominees from Organised Labour in the ETD sector  
(iii) Two Nominees in the following categories:

- government departments that have an interest in the sector but are not an employer as contemplated in (i) above
- a professional body in the ETD sector
- a bargaining council with jurisdiction in the ETD sector or
- organisation of community which have an identifiable interest in skills development in the ETD sector.

The Independent Chairperson is appointed directly by the Minister of Higher Education, Science and Technology.

**Eligibility:** The nominees must be drawn from the above categories and should have extensive knowledge and experience in broad strategy formulation, strategic planning, corporate governance, financial management, understanding of skills development legislation and commitment to promote the best interests of the ETD SETA in its entirety.

The Standard Constitution of the SETA Regulations Skills Development Act 26 of 2011 can be accessed from the ETD SETA Website.

In order for your application to be considered, the following documents are required:

- A signed motivation letter for the appointment of the nominee by an authorised person of the organisation (containing full names, address and contact details), explaining the nominee's suitability for appointment in terms of the criteria stated above
- A signed nomination form by the nominee
- A brief and recently updated curriculum vitae of the nominee, including three (3) contactable references and
- Certified copies of the nominee's academic qualifications, identity document and an authentic proof of residence (not older than three months).

All candidates will be required to disclose all business interests and will also be subjected to a security clearance check.

Correspondence will be limited to successful candidates once all administrative procedures are concluded. The Minister of Higher Education, Science and Technology is responsible for the appointment of the nominee.

**The closing date for the submission of nominees is 30<sup>th</sup> August 2019. Late submissions will not be considered.**

Enquiries may be directed to Ms Priya Govender, telephone: 011 372 3354 or [priyag@etdpseta.org.za](mailto:priyag@etdpseta.org.za)  
Kone Solutions K30963

**Tenders continued**

**SHRA**  
SOCIAL HOUSING REGULATORY AUTHORITY

**ADVERTISEMENT - NEW BID**

The SHRA requires the services of suitably qualified service providers to bid for the following requirements:

No.	Description	Bid Number	Closing Date and Time	Preference point system	Compulsory Briefing Session
1.	Re-advertisement of an appointment of a service provider to assist the SHRA in virtualizing the current information and communications technology (ICT) environment	SHRA/RFB/ADMIN/04/201920	13/09/2019	80/20	N/A

Interested parties are invited to submit their proposals before the closing date and time. Bid Documents are obtainable from SHRA website at [www.shra.org.za](http://www.shra.org.za), by clicking on the link Supply Chain Management - Open Bids. Enquiries for this RFB should be directed in writing to Mr Vongani Mahatlane on [scm02@shra.org.za](mailto:scm02@shra.org.za).

**Please note that there is no Compulsory Briefing session for this Bid.**

**The Bid number is to be used as reference number on the email. Bidders are to adhere to the closing date and time as mentioned above**

**Delivery address:**  
Sentinel House 3rd Floor, Sunnyside Office Park, 32 Princess of Wales Terrace, Parktown  
**Late submissions will not be considered**

**MAKHUDUTHAMAGA LOCAL MUNICIPALITY**

**Bid notice and invitation to bid**

No.	Project No.	Project Description	Briefing Date	Closing Date
1	LIM473/ commercial-litigation/19/20/012	Provision of commercial litigation services for the period of 3 (three) years.	10 September 2019 @ municipal chamber at 10H00	09/10/2019 at 12H00
2	LIM473/civil-litigation/19/20/013	Provision of civil litigation services for the period of 3 ( three ) years.	10 September 2019 @ municipal chamber at 10H00	09/10/2019 at 12H00

The employer is Makhuduthamaga Local Municipality represented by the Municipal Manager.

Bid documents will be obtainable from Makhuduthamaga Local Municipality offices from 10 September 2019 (Mon-Fri from 08:00-16:30) from the cashiers; at a non-refundable deposit of R 600.00 per document payable in cash or bank guaranteed cheque for the project or be downloaded from [www.etenders.co.za](http://www.etenders.co.za) no cost.

Completed and signed tender documents must be sealed in an envelope and marked with the relevant project number and project description and be deposited in the tender box at Makhuduthamaga Local Municipality Offices in Jane Furse before the closing date and time.

The municipality shall adjudicate and award bids in accordance with the Preferential Procurement Policy Framework Act, 592000 and the revised regulation April 2017 on 100 points for functionality and 80/20 points system where 80 points are for the price and 20 points for B-BBEE according to the said legislation. Bids will remain valid for 90 (ninety) days after the closing date. Details of functionality are in the tender document.

The lowest or any tender will not necessarily be accepted and the municipality reserves the right not to consider any tender not fully completed. Tenderers are required to initial each page of the tender document and sign where necessary.

For enquiries contact:

Supply Chain Unit: Mr. M.J. Tlaka - 013 265 8607  
Corporate services: Mrs. M.A. Mahlare - 013 265 8628

MRS RAMPEDI M.N. MUNICIPAL MANAGER  
PRIVATE BAG X 434  
JANE FURSE 1085

**Chief Information Officer**  
Remuneration: Negotiable

**Minimum Requirements:** • Post Graduate Degree in Information Technology/Information Systems or Computer Science or similar plus professional certifications (e.g. ITIL, COBIT, etc.) • A minimum of 10 years IT management experience - Experience in management and coordination of internal and external stakeholders.

**Knowledge, Attributes and Skills:** • Strong analytical and connective thinker, legal and regulatory requirements, e.g. ECA (Electronic Communications Act) POPI and Chapter 5 of King III - A thorough knowledge of applicable ICT related legislation and Regulations - Excellent facilitation skills - Robust Data Analytical abilities - Acute cyber security skills - Master Level understanding of Learner Management Databases.

**Office Manager: Office of the CEO**  
Remuneration: Negotiable

**Minimum Requirements:** • Bachelor's degree with strong office management experience • Mastery of Microsoft Office Programs - Proven track record of exceeding goals - Knowledge of office administration and human resource management - Exceptional capacity for managing and leading and solving people issues - Action oriented individual who enjoys working hard - Exceptional organisational skills to follow up on all issues related to the office - 5 years' experience in administration and coordination of various projects - Experience in management and coordination of internal and external stakeholders.

**Knowledge, Attributes and Skills:** - Quality Assurance Imperatives - Facilitation - Presentation - Results driven with stakeholder focus - Honest, trustworthy and respectful and sound work ethic.

Applicants of all races are invited to apply for this position. Kindly email your CVs, certified qualifications and ID copies to [Recruitment@mict.org.za](mailto:Recruitment@mict.org.za). Queries may be directed to Sandile Gumede at 011-207-2600.

**Applications close on 01 September 2019.**  
This is a permanent position aligned to the Government Gazette No 375 dated 07 March 2019. Refer to the website at [www.mict.org.za](http://www.mict.org.za) for a detailed advert.

**mictseta**  
Media, Information and Communication Technologies  
Sector Education Training Authority

The MICT SETA is an equal opportunity and affirmative action employer and reserves the right not to appoint for the advertised position. Should candidates not hear from us within 30 days of the closing date of applications, they should consider their application unsuccessful.

Kone Solutions K31021

**AgriSETA**

**CALL FOR NOMINATIONS OF MEMBERS TO SERVE ON THE BOARD OF THE AGRICULTURE SECTOR EDUCATION AND TRAINING AUTHORITY (AGRISETA)**

The Skills Development Act (SDA), 1998 makes provision for the establishment of Sector Education Training Authorities (SETAs) for each national economic sector. The Minister of Higher Education and Training has determined the discrete Sectors in which the SETAs should operate in terms of section 9 of the Act. Each SETA must perform its functions in accordance with the Skills Development Act (SDA), the Skills Development Levies Act (SDLA), the Public Finance Management Act (PFMA) and any other legislation and the Constitution.

Organised Employers, Organised Labour, Commodity Organisations, Professional Bodies and relevant departments are invited to submit nominations of their members to serve on the AgriSETA Board.

The selection of the members of the SETA Board to be appointed by the Minister of Higher Education, Science & Technology must be undertaken in such a manner as to ensure that the membership of the Board, taken as a whole, have the following characteristics and discipline:

- Knowledge, skills and experience required to serve on the AgriSETA Board; Represent designated groups;
- Must be drawn from the ranks of senior officials in the organisation;
- Understanding of the functioning of SETAs in terms of requirements relating to corporate governance and ethics;
- Knowledge and understanding of skills development legislation and the National Skills Development Strategy and their implications for SETA performance;
- Appreciation of the strategic leadership role of SETAs;
- Sufficient background and interest in education, training, skills development and human resource development;
- General management and business skills, Financial Management and the Public Finance Management Act;
- Appreciation of the communication and marketing role of the SETA in relation to its stakeholders and the Quality Assurance of learning provision.

The Accounting Authority (Board) will be made up of fifteen members as follows:

- One (1) independent Chairperson
- One (1) member representing the Department of Agriculture, Land Reform & Rural Development
- One (1) member representing community organisations
- Six (6) members representing organised labour
- Six (6) members representing organised employers

**Nominations, accompanied by the Curriculum Vitae of the nominee, a copy of the nominee's Identification Document (ID) and a letter of consent from your organisation (organised employer, organised labour, commodity, professional bodies), indicating the availability of the nominee to serve on the Board, if appointed. Candidates will be subjected to clearance and disclosure of business interests. Nomination forms are available on [www.agriseta.co.za](http://www.agriseta.co.za)**

Nominations should be forwarded to: The Chief Executive Officer, Mr Zenzile Myeza (for attention of Mr Mzuyanda Dlanga - Company Secretary) to AgriSETA House, 529 Belvedere Street, Arcadia, 0083 or emailed to [boardnominations@agriseta.co.za](mailto:boardnominations@agriseta.co.za)

**Enquiries:** 012 301 5600. Nominations should be submitted no later than **Thursday, 5 September 2019 at 16h30**. Nominations received after the closing date and time will not be considered.

**Felleng Yende**  
CEO, FPM SETA  
Topic: 4IR Management and Leadership

**Dr Etienne vd Walt**  
Director, Neurozone: The Science of Brain Performance  
Topic: Programs that are super-fit for a connected workplace and world

**Martin Pienaar**  
COO, Mindrows Consulting  
Topic: Use of e-learning in the HR industry for the employment process, workplace learning and in-house skills development

**Wade Cooper**  
CEO, PDA International  
Topic: Master Class: 4th Industrial Revolution and AI Tech in the People Space - A New Look at Leadership

**Gavin Olivier**  
Managing Executive of the Learning Solutions Business Unit  
Topic: Fearless Leadership through Digitising the Workplace

**Dr Ruwayne Kock**  
Authentic Organisations  
Topic: Are we complicit in our own oppression at work - A case study of authentic self-expression among black managers in a multinational company in South Africa

**Ashish Goverdhan Das**  
AVP, Corporate Business, Jigsaw Academy  
Topic: HR Analytics - The next big growth driver for HR Professionals

**Khulu Phasiwe**  
Journalist and ex Eskom Spokesperson  
Topic: Fearless Leadership - what does it take?

**Charmaine Kobrowsky**  
Executive, Human Resources  
Topic: The Thinking Environment

**Timothy Maurice Webster**  
Brain and Brand Author  
Topic: Mind & Body; Personal Brand Wellness Intelligence Sessions (WQ); The Power of a Brain and Body Connection

**FEARLESS LEADERSHIP**

Orchestrating transformation of work, workspaces and society to sustain PEOPLE, PROFIT and PLANET.

**63<sup>RD</sup> ANNUAL IPM CONVENTION**

Sun City Resort, North West Province, South Africa  
**20 - 23 OCTOBER 2019**

**INDUSTRY LEADERS : TOPICAL SUBJECT MATTER**

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