

Govender brings audit experience to Siyanda Resources

Reports by **Ciaran Ryan**

Siyanda Resources is a name to watch in the mining space. Formed in 2004 by ex-AngloGold Ashanti and Anglo Platinum alumni Lindani Mthwa and Mzwandile Nombewu, flanked by former Old Mutual legal eagle Xolile Mazabane, the black-owned mining group has built a sturdy portfolio of assets in platinum group metals (PGMs), chrome and smelting.

Over a period of less than a decade, Siyanda Resources grew from a single asset investment company into a diversified resources and minerals group with established operations as well as greenfield projects with impressive potential.

In 2018 it purchased a majority stake in Union Mine from Anglo American Platinum, located in Limpopo, comprising two vertical shafts, a decline system and open cast pit.

The timing of the acquisition was near perfect, near the low of the PGM cycle. It also acquired a 26% stake in platinum assets controlled by Sibanye Rustenburg Platinum Mine in the Rustenburg area, one of several acquisitions (and disposals) in recent years.

With growth comes increased regulatory scrutiny, which explains why the group tapped Loganathan Govender as its newly-appointed corporate governance and compliance manager.

Govender spent several years at the Auditor General of SA as well as Sasol's internal audit division before moving on to Vedanta Zinc International as company

secretary where he developed the company's enterprise risk management and risk compliance programme.

It was that background that Siyanda Resources was after, given its emergence as a force in the mining space.

"I come from an audit background, and I have a higher diploma in forensic auditing, where you have to have terrific attention to detail," says Govender. "Mining companies face huge risks given the pressures of regulatory oversight, not to mention political risks given the recent changes in government which creates some policy uncertainties going forward.

For these reasons, there is no room for missteps. Miners have a reputation as polluters and that certainly was deserved in the past, much less so now.

"Siyanda Resources is considered a junior miner, yet it employs more than 5,000 people and that's a big responsibility, both for employees and the communities where we operate. I was hired to bring my experience in corporate governance and risk compliance to a group that is on a growth path."

Given his audit background, Govender is accustomed to sniffing out fraud and is a keen judge of character. He recounts one occasion when he was dispatched by the Auditor General to conduct an audit on a



Loganathan Govender.
Picture: Eugene Destiny/Gene Studios

Tyira returns to his roots

As group executive for corporate affairs and Environmental, Social & Governance (ESG) at Siyanda Resources, Hope Tyira has – in a sense – returned to his roots.

One of Siyanda's key operational assets is Union Mine, formerly owned by Anglo American Platinum and renamed Siyanda Bakgatla Platinum Mine. One of his earliest jobs was as an environmental coordinator at the Union Mine when it was part of the Anglo American Platinum stable. Now he finds himself once again overseeing the Human Resources, Safety and Sustainable Development standards at Union Mine, albeit under different ownership.

"I was at Anglo American Platinum from 2002 to 2007, and this was in the early days of environmental regulation. Prior to that I was at De Beers' Kimberly Mines as an environmental officer in 1999. The Mineral and Petroleum Resources Development Bill had just been drafted in 2000, and the National Environmental Management Act came into effect in 1998. These acts and the associated regulations around them completely changed the level of scrutiny around mining groups which, until that time, had been able to do pretty much what they wanted," says Tyira.

He's been executive head for HR, Safety and Sustainable Development since 2018 and measures his success in the relative calm in labour relations, the strengthening "social contract" with nearby communities, and the "legal licence to operate" through its regulatory compliance in areas such as environmental and social and labour plans.

A rarity in mining, Siyanda Resources has been strike-free for more than five years. "In 2022, we signed an historic five-year wage agreement with the two main trade unions, Association of Mineworkers and Construction Union and National Union of Mineworkers. This came after a previous three-year wage agreement. I am happy to say that we have had no industrial action on our sites, and that's largely due to building a strong relationship with labour over the years," says Tyira.

It's been a dizzying climb for Tyira, who was born in Worcester in the Western Cape in a highly racialised society.



Hope Tyira.
Picture: Eugene Destiny/Gene Studios

His career took him from De Beers to Anglo American Platinum, African Barrick Gold and Modikwa Platinum Mine before assuming an executive position at Siyanda Bakgatla Platinum Mine (SPBM). He has now been promoted to a Group Executive Corporate Affairs and ESG as of 1 June 2024 at Siyanda Resources.

He sits on the number of Siyanda Resources boards, as a non-executive director of Masa Chrome, SIMA Chrome, and Siyanda Chrome Company, which are other Siyanda Resources business units. He also serves on the Institute of Directors of SA's social and ethics committee – to name a few.

In each of these roles, he has learned to hone the teachings of Machiavelli in The Prince: "... a prince should seem to be merciful, faithful, humane, religious and upright, and even to be so in reality; but he should have in his mind so trained that, when occasion requires it, he may know how to change to the opposite." To which Tyira adds: "I have mastered this art over the years and used it in different situations when I see fit to be a situational leader effectively."

Though he has travelled the world and worked in many iconic companies, Tyira remains faithful to his roots. As promised, he together with his siblings, did indeed build his parents a larger house in Worcester, and he returns again and again to the town where he grew up through his Give Hope Foundation, which annually raises funds for children in need of school tuition fees and clothing, but more importantly to inspire young children who dream of playing on a larger stage.

"I wanted as a child to get a degree as a scientist and to change the world for the better. I did that, and exceeded my initial expectations. A life well lived is one where you bring those less fortunate along with you. And I believe I am doing just that."

Tyira is by no means done yet. "Beside the community of my birth, Siyanda Resources also give me an opportunity to impact more than 300 000 people within the community of Moses Kotane and Thabazimbi. With the sustainable social licence to operate both the mine and the community at large would benefit for the foreseeable future," he adds.

Tyira remains on a lifelong journey of learning, but one thing that is unchanging is his commitment to becoming a better leader with each new experience. "I believe in open and honest communication and strive to be a person that is synonymous with love, care, dedication, and professionalism."

UMZINYATHI DISTRICT MUNICIPALITY

PRINCESS MAGOOD BUILDING, 39 Victoria Street, Dundee 3000. Tel: 034 219 1500, Fax: 034 218 1940
e-mail: cc@umzinyathi.gov.za

UMzinyathi District Municipality, an equal opportunity employer, with its head office based in Dundee, hereby invites suitably qualified persons to apply for the following position:

RE-ADVERTISEMENT

SENIOR MANAGER TECHNICAL SERVICES

PERMANENT (X1 POST)

EXTERNAL POST

REFERENCE :	S56
DEPARTMENT :	TECHNICAL SERVICES
SALARY :	As per Remuneration of Senior Managers Regulations
FRINGE BENEFIT :	Include inter alia, pension fund, medical aid scheme, Housing Allowance

REQUIREMENTS: The incumbent must have Grade 12, BSc in Engineering/ B-tech Engineering NQF level 7, or equivalent qualification. Minimum of 7 years' experience at senior management and middle management levels of which at least two years must be at senior management level. Compliance with the minimum competency requirements as legislated in Government Gazette No 29967 issued on 15 June 2007. The required core competency is stipulated in Annexures A and B of the Regulations on Appointment and Conditions of Employment of Senior Managers Government Notice 21 in Government Gazette 37245 dated 17 January 2014. Valid driver's license, cutting-edge verbal and written skills in both English and IsiZulu. **Added Advantage:** Certificate of competency in terms of General Machinery Regulations 1988 or Registration with a recognised engineering professional body, advanced understanding of institutional governance systems and performance management. Must have extensive knowledge of the public office environment and implementation. Good knowledge of Supply Chain Management Regulations and Preferential Procurement Policy Framework Act, 2000. Advance understanding of control operations and delegation of powers.

KEY RESPONSIBILITIES/ DUTIES

Focus Areas:

- Infrastructure and development planning, rural roads, Wastewater Treatment Plant maintenance, provision of water supply.
- Managing complex civil structures projects from conceptualization, design contract management, quality assurance, and compliance and ensure their proper integration to the municipality's overall plan (IDP).
- Performing financial monitoring through commissioning, operations, and advisory to the municipality on project conceptualisation, design project management, and implementation.
- Managing all departments' contracts and tenders according to the approval, SLAs in terms of reference, letter of appointment, and contracted project timelines and as per project brief.
- Responsible for ensuring proper infrastructure development and planning, project management, and administration.
- Coordinate and supervise the implementation of programs and projects.
- Ensuring diligent execution of municipal functions and management of the department in accordance with applicable legislation.
- Preparing reports and items for submission to relevant control committees.
- Attending internal and external meetings as and when necessary.

Municipal written application form together with a comprehensive Curriculum Vitae and certified copies of qualifications, driver's license, and identity documents must be forwarded to:

THE MUNICIPAL MANAGER
MRS NT MKHWANAZI
UMZINYATHI DISTRICT MUNICIPALITY
P O BOX 1965
DUNDEE 3000

The Closing date for applications will be on the **04 September 2024 at 16:00**

If not contacted within 30 days from the closing date, kindly regard your application as being unsuccessful.

Please note:

- Candidates are required to download and complete the uMzinyathi application form as per Government Gazette No. 37245 of 17 January 2014, which is obtainable from uMzinyathi Municipality website at www.umzinyathi.gov.za (failure to do so will result in the candidate being disqualified).
- The successful candidate will be subjected to a reference check and vetting process. The candidate must sign an employment and performance contract before assumption of duty; the candidate will be required to disclose all financial interests and will be subjected to competency assessments.
- Appointments will be made according to the Municipality's employment equity policy and affirmative action practices.
- Designated groups, including people with disabilities, are particularly encouraged to apply.
- No faxed or emailed applications will be accepted.
- Canvassing for placements by prospective candidates will result in disqualifications.

MRS NT MKHWANAZI
MUNICIPAL MANAGER

TSHWANE ECONOMIC DEVELOPMENT AGENCY (TEDA)

"To cultivate an environment within which the City of Tshwane can grow its human capital and the economy through the facilitation, implementation and management of developments with a specific focus on Economic Development and associated activities within Tshwane"

Project Administrator
(Salary Range: R581 634-00 All inclusive)
(Ref: TEDA079/2024)

Competencies and Qualifications

Minimum: Three (3) year National Diploma or degree in Administration or Business Management or Project Management related. Three (3) years' experience in a project administration or management environment. Optional: Candidate professional in Project Management or Build Environment field or any administration profession. Exceptional skills in stakeholder partnering, adaptability, communication & influence, result & quality focus, analytical thinking skills, coordination, monitoring and evaluation, compliance presentation skill, management judgement and decision-making Valid Driver's license.

Key responsibilities

The incumbent will report to the Project Manager and will be responsible for project development facilitation and catalytic projects support. Assist with project management duties; oversee and perform administrative functions concerned with a project; call consultants/stakeholders, make appointments, set up project meetings, and ordering supplies; conduct site visits and preparing reports; monitor and update filing system. Development and/or precinct plans; keep track of budgets and project expenditures; handle the minute-taking at meetings; assist with planning, keeping the project calendar up to date, and project administrative duties. Monitor processes and procedures used for projects and propose improvements thereof. Lead on knowledge management in area-based development programmes and role. Coordinate public participation compliance. Assist and facilitate procurement of services and service providers in line with Supply Chain Management policies. Provide administrative support in development planning forums/committees and meetings; facilitate the updating of project risk register and stakeholder management plan; and record management of project documents such as terms of reference (TOR), and Service Level Agreements (SLA) for the projects. Related research and analysis on areas for development. Update project progress activities on the MIS Project Software management.

Closing date: 25 August 2024 @ 12h00.

Applications can be submitted to teda.jobs@tshwane.gov.za. TEDA subscribes to the principles of employment equity in its recruitment processes. Prospective employees will be subjected to security vetting. NB: Applicants who have not received any correspondence from us within six weeks of the closing date can consider their applications unsuccessful. **(PLEASE QUOTE THE REF. NO. ON YOUR APPLICATION)**

www.tshwane.gov.za Municipal Entity of the City of Tshwane

The Council for Medical Schemes is a statutory body established by the Medical Schemes Act (131 of 1998) to provide regulatory supervision of private health financing through medical schemes.

The following positions exist for persons driven by a desire to protect the public interest.

LEGAL ADVISOR

The purpose of the job is to provide legal advisory services and legal support to the CMS and its external stakeholders.

ANALYST: FINANCIAL SUPERVISION

The purpose of the job is to monitor and promote the overall financial performance of the medical schemes in line with the financial requirements of the MSA, through the analysis of financial information.

CLINICAL RESEARCH ANALYST

The purpose of the job is to conduct clinical research for the organisation, and to provide technical support to the units' projects, including the Prescribed Minimum Benefit (PMB) Review Project.

If you are motivated, tenacious, thorough, accustomed to paying attention to detail and capable of working with various projects simultaneously, you are invited to send your application to recruitment@medicalschemes.co.za. Please indicate the position you are applying for in the subject line. For more information regarding these positions, visit the Council for Medical Schemes' website: www.medschemes.co.za

Note: Correspondence will be limited to shortlisted candidates only. If you do not hear from us within two (2) months of this advertisement, please accept that your application was unsuccessful. CMS reserves the right to appoint or not to appoint for the above position.

Council for Medical Schemes is committed to the principles of employment equity.

CLOSING DATE: FRIDAY, 23 AUGUST 2024

POPIA Disclaimer: Please take note that by responding to this advertisement and providing your personal information in application thereof, you confirm your expression and inform consent for CMS and all its subsidiaries and all affiliated entities to process your personal information; to retain your personal information on our database for future matching; to contact you when suitable opportunities arise; and that the information you have provided to us is accurate, correct and up to date.

CMS
Council for Medical Schemes

10 YEARS SAJEI
Enhancing Judicial Excellence

The South African Judicial Education Institute (SAJEI) was established as a juristic person in terms of section 3 of the South African Judicial Education Institute Act, No. 14 of 2008 as amended, in order to promote the independence, impartiality, dignity, accessibility and effectiveness of courts by providing judicial education for judicial officers. The Institute exists to provide judicial education and training to Judicial Officers (Judges and Magistrates) and Aspiring Judicial Officers. Section 6 of the Act as amended, establishes a Council, chaired by the Chief Justice of the Republic of South Africa, charged with responsibility for the governance of the Institute. Section 12(1) of the Act provides for the Council to appoint a Chief Executive Officer for a determined term and on such conditions, as the Council may determine. The Chief Executive Officer is the administrative head of the Institute, responsible for its general administration under the direction of the Council.

CHIEF EXECUTIVE OFFICER:

SOUTH AFRICAN JUDICIAL EDUCATION INSTITUTE (SAJEI)

(FIVE (5) YEAR FIXED TERM PERFORMANCE BASED RENEWABLE CONTRACT)

REF NO: 2024/114/OCJ

SALARY: R1 741 770 – R1 962 090 per annum (Level 15, Deputy Director-General level), (all-inclusive package) consisting of 70% basic salary and 30% flexible portion that may be structured in accordance with public service standards applicable to Senior Management Service (SMS). The successful candidate will be expected to enter into an employment contract and a performance agreement within three (3) months of appointment.

The Council for the South African Judicial Education Institute, hereby invites applications from suitably qualified persons for the position of Chief Executive Officer of the Institute. A person appointed to this position must be a dynamic person who can strategically direct the operations of the Institute for a determined term of five (5) years. The term of five (5) years is renewable.

Requirements: • A Bachelor's Degree (NQF Level 7) and a Post Graduate Degree in Management or an LLB Degree (NQF Level 8) as recognised by SAQA • A minimum of eight (8) years' relevant experience at Senior Management Level or similar recognised experience • A valid driver's license • Knowledge of the functioning of the integrated justice system • Knowledge of and experience in the development of education and training programmes • Extensive knowledge and demonstrable application of King IV Code on Corporate Governance • Organisational ability and analytical acumen • Broad understanding of the South African Judiciary and its Constitutional and legislative mandate • Advanced knowledge and experience in stakeholder management practices • Proven ability to draft and quality control highly complex legal/policy and briefing documents • Experience in policy development and legal research • Knowledge of the Public Finance Management Act, 1999 and Public Audit Act, 2004 and the Public Service Regulatory Frameworks.

Skills and Competencies: • Excellent communication skills (written and verbal) appropriate to operational and executive levels • Flexibility and ability to work under pressure • Ability to provide administrative leadership to the SAJEI team • Demonstrable experience and knowledge of corporate governance • Innovative and self-driven professional • Excellent interpersonal skills and team player • Strategic capability and leadership • Sound financial management skills (auditing practices, business planning and fund raising) • Programme and project management • People management and empowerment.

Duties: • Provide administrative leadership • Inter alia fulfil duties in accordance with Section 5 (a)-(f) of the SAJEI Act • Develop, implement and monitor the corporate governance calendar of the Institute • Provide technical and research support to the Council and its governance structures • Prepare and submit performance information to SAJEI governance structures, the Secretary General and all the relevant stakeholders • Facilitate material development and review, identify research priorities, develop, and implement the Annual Research Agenda • Develop, implement, and monitor annual training schedules of Judges, Magistrates and Aspiring Judicial Officers • Prepare and monitor budget as well as expenditure • Monitor compliance with prescripts applicable to Human and Risk Management.

The SAJEI complies with the provisions of the Protection of Personal Information Act (POPIA); Act No. 4 of 2013. Your personal information provided to the Institute will be used for the purpose of recruitment only and more specifically for the purpose of the position/vacancy you have applied for. In the event your application was unsuccessful, the Institute will retain your personal information for internal audit purposes as required by policies. All the information requested now or during the process is required for recruitment purposes. Failure to provide requested information will render your application null and void. The Institute will safeguard the security and confidentiality of all information you shared during the recruitment process.

Should you be appointed, you will be required to comply with all other conditions to which the appointment is subject, (a) undergoing a security vetting process in line with the National Strategic Intelligence Act (No. 39 of 1994) by completing Z204 form, in order to allow the Domestic Branch of the State Security Agency to conduct the necessary vetting investigations, at the end of which the relevant security clearance will be considered, (b) Serve a probationary period of 12 calendar months. There will be an assessment before the probation period lapses. The probation period shall be extended – (i) by a period equivalent to the delay by the employee for signing his or her performance agreement or an agreement of a similar nature, on the due date. (ii) the number of days for which leave has been taken during the period of probation.

NOTE: Kindly submit a detailed curriculum vitae to: sajeicorporateassistant@judiciary.org.za by 16h00 on 26 August 2024. The CV should reflect the practical application of the position outputs and the required competencies, as advertised. The CV must include contactable referees (telephone numbers and email addresses must be indicated). ONLY shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. The application must indicate the correct job title, the office where the position is advertised and the reference number as stated in the advert. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Dual citizenship holders must provide the Police Clearance certificate from their country of origin (when shortlisted, all non-SA Citizens will be required to submit a copy of proof of South African permanent residence). Applications that do not comply with the above-mentioned requirements will not be considered. Correspondence will be limited to short-listed candidates only.

If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. The Institute reserves the right not to make any appointment to the advertised post. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. Failure to submit all the requested documents will result in the application not being considered during the selection process. Should you be shortlisted, you will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Institute. Following the interview and technical exercise, the selection committee will recommend candidates to attend general managerial competencies using the mandated Department of Public Service and Administration (DPSA) SMS competency assessment tools. You will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, citizenship checks, reference checks and employment verification). Applicants could be required to provide consent for access to their social media accounts.

CLOSING DATE: 26 AUGUST 2024

APPLICATIONS: Quoting the relevant reference number, direct your application to: The Human Resource Management Committee, South African Judicial Education Institute, Private Bag X10, Marshalltown, 2107. Applications can also be hand delivered to the SAJEI offices located at 188, 14th Road, Noordwyk, Midrand, 1685.

ENQUIRIES:

Technical Related: Dr Gomolemo Moshoeu at tel: (010) 493 2616, Email: Gmoshieu@judiciary.org.za

HR Related: Ms. Puni Mpe at tel: (010) 493 2524, Email: PMpe@judiciary.org.za

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