

Professional Experience

Companies and Intellectual Property Commission (CIPC)

Commissioner

1 May 2015 – to date

As the Cabinet appointed CEO and Accounting Authority I am responsible for the Strategic direction, Operational efficiency and overall Governance and Administration of a Public Entity under the mandate of the Department of Trade, Industry and Competition with a budget of R700m and a staff Compliment of 500.

The modernization service delivery programme, Regulatory and Corporate Law Enforcement regime has been the mandate of government in the turnaround of the organisation into a recognised and benchmarked entity within Public Service.

Under my tenure:

- The CIPC received its first Clean Audit outcome under the PFMA in the 2016/17 financial years and has maintained same ever since serving as a compliant and governed entity in the frontline of service delivery and regulation.
- A digitisation and automation of processes strategy and programme has been developed, turning the CIPC into a World-Class Company and Intellectual Property Registry and Corporate Regulator inclusive of a paperless environment.
- Developed Regulatory and Enforcement capacity and strategies resulting in Regulatory Reputation and large Corporate investigations including Telkom, SAA, PIC, DENEL, KPMG, NECSA, SAP, Steinhoff and many others resulting in Compliance notices and judgments.
- Enforcement and Compliance in the area of Counterfeit goods, Piracy and regulation of Collecting Societies under the Copyright Act as well as Capacity building programmes in the regulating of Intellectual Property Rights.
- Established Stakeholder engagements and maintained key integrated service delivery collaborations with the Dept of Home Affairs, SARS, All major banks in SA, Domain name authority, UIF, Compensation fund as well as Government lead in the Financial regulation and transparency of financial statement reporting compliance through the development and launch of Standardised Business reporting through XBRL.

- Large scale Service delivery Automation and Innovation projects undertaken including automation of Company and Co-operative Registration Systems (including Bizportal as used during Covid pandemic and launched by President Ramaphosa during Investment Conference 2019 and mentioned in two SONAs on ease of doing business innovations in SA), Mobile Registry Applications, Domain name registration, BEE registration and verification amongst many others.
- Policy/Legislative lead in the area of Intellectual Property, including South Africa movement to Substantive Patent Examination system and setting up training programme for first group of Patent examiners and the Madrid Protocol of International filing of Trade Marks.
- Chief Strategist and Project management of CIPC IT modernization programmes including E-lodgement/services, e-repository and workflow, Client self- service and ID verification terminals, SARS Data Collaboration initiatives, Department of Home Affairs direct ID verification project for company registrations, JSE large Business centre, XBRL Financial Info Lodgment, Banking collaboration partnership – Agile approach to project management.
- Maintaining Financial and budgetary prudence and ensuring that the CIPC remains a self-funded organisation receiving no National Treasury Revenue Fund transfers.
- Executive member and Head of SA delegation on BRICS Heads of Intellectual Property Offices and Chairman for 2018/19 years.
- High Level engagements, negotiations and consultations with Corporate and Intellectual Property experts, government officials, International bodies, Parliament and Political stakeholders including Ministry and Portfolio Committees.
- Quoted/drafted numerous articles on commercial and Intellectual Property law and member of International Trade Marks Association International IP office of the future think-tank blueprint report(2020)

BOARD/PANEL APPOINTMENTS

- Ministerial appointee to the Specialist Committee on Company Law, in terms of S191 of the Companies, Act, 2008
- Ministerial appointee to the Specialist Committee on Intellectual Property law, in terms of S191 of the Companies, Act, 2008
- Appointed member of the King Committee on Corporate Governance
- Trade and Industry Ministerial appointee to the Take- over Regulation Panel on affected transactions in terms of S197 of the Companies Act, 2008

- Appointed member of the Financial Reporting Standards Council in terms of S203 of the Companies Act, 2008
- National Chairperson – World Bank Ease of doing business – Starting a business indicator together with SARS, Compensation fund Commission, UIF Commission, DTI Investsa and National Treasury
- Executive Committee member of the International Corporate Registers Forum of Global Company Registrars
- Independent Director 2021 – XBRL International Board of Directors on Standardisation and Transparency of Financial reporting

Awards

The CIPC has been recognized as a leader in Service delivery Innovation in the Public Service and has received numerous awards over the years as an innovative and modernized Public entity.

- Innovative use of ICT to deliver service delivery solutions winner– Centre for Public service Innovation/DPSA **2017**
- Service Excellence Organisation in Public Service winner – Cornerstone International Publication, London **2019**
- Public Sector Innovator of the Year winner – Centre for Public Service Innovation **2020**
- Innovative use of ICT to deliver service delivery solutions winner– Centre for Public service Innovation/DPSA **2020**
- Innovation Award for Financial Reporting System – Global Corporate Registrars Forum(CRF) **2021**

Deputy Commissioner

1 May 2011 – 30 April 2015

I was responsible in not only assisting, supporting and managing aspects of the strategic vision and goals of the Commission I played an instrumental part in crafting the turnaround and change management programmes and projects in the various key performance areas of Registry and Regulation in-conjunction with the Commissioner. I initiated the Agile project approach to rapid deployment of innovative client driven solutions as well as managing and enhancing on implementation. My legal background assisted the Commission in the initial rollout of new legislation namely the Companies Act and changes to Intellectual Property law mainly in aspects of interpretation and development of legal production and workflow systems as well as massive Professional stakeholder engagements in Education and Awareness campaigns and solutions.

Some key output areas :

- Management of the Intellectual Property, Business Registration and Regulatory/Enforcement, Legal and Employee Relations Divisions of the Commission
- Conceptualised, project managed and implemented the rollout of registration Self – service registration centres in Pretoria, Johannesburg , Cape Town as well as Johannesburg Securities Exchange and Investsa One Stop Shop provincial centres
- Chairperson of Commissions Internal Fraud and Risk Committee, Deputy Chairperson of Operational Performance Committee and Executive Management Committee
- Executive member in drafting of Strategy and Business plan for Commission, developing and management of large Commissions budget in Office of the Commissioner
- Major Legislative reform and drafting team of Trade and Industry Parliamentary departmental member of the new Companies Act 2008, Companies Amendment Act 2011 and Regulations, Intellectual Property amendment Bill, Copyright and Performers Protection, new Co-operatives Act
- Presenter and Educator at workshops, seminars and conferences on the Companies Act and regulations as well as Intellectual Property laws to numerous bodies inclusive of SAICA, Law Society of South Africa, Black Lawyers Association, SAIPA, CIS, IRBA, JSE, Universities, Banks, AIPSA, Company Secretarial groups, etc
- Appearances on numerous radio stations/TV Programmes on discussions around the Companies Act, Intellectual Property law and the Commission as well as Speaker/Presenter in numerous International Conferences in China, Romania, Hong Kong, Wales, Germany, Switzerland etc.

Companies and Intellectual Property Registration Office (CIPRO)

Director: Legal and Regulatory Services ***1 June 2005 to 30 April 2011***

Senior Legal Advisor: Compliance ***1 October 2003 to 1 May 2005***

Assistant Director: Corporate Information Unit ***1 December 2001 to 30 September 2003***

- Legal Compliance Manager of Companies, Close Corporation, Co-operatives, Intellectual Property Acts and Public Service Regulatory Acts.
- Regulator of Company Secretarial Practices.

- Designer of a Regulatory framework for legislative compliance.
- Commercial Investigator and member of Ministerial Inspectorate Committee in terms of S257 of Companies Act.
- Committee member on research and design of a Disqualified Directors Registry.
- Drafting of amendments of Acts and Regulations under administration.
- Board Member of Securities Regulation Panel, Money Laundering Advisory Council, Council of Trade and Industry Institutes
- Negotiating, drafting and amending of contracts concluded on behalf of CIPRO.
- Providing of formal legal opinions of legislation under administration.
- Preparation of evidence and appearing in court as witness on behalf of CIPRO.
- Advise on processes within the Corporate Information unit affecting Companies and Intellectual Property Registration Office
- Legal and regulatory advice on Company and Close Corporation Act Interpretation
- Labour Relations/Employer Representative and Chair of Large organization Disciplinary Enquiries
- Budget drafting and control affecting Unit and daily management functions of a large staff compliment.

Professional Designations

Admitted Attorney – Natal and Transvaal Provincial Divisions	1999
(Candidate Attorney and Professional Assistant – V Chetty Inc Attorneys)	1997 -
2000	
Admitted Advocate – Transvaal Provincial Division	2004

Education

<i>LLM/Master of Laws (Corporate Law) – UNISA</i>	<i>2007</i>
<i>LLB/Bachelor of Laws – UKZN</i>	<i>1996</i>
<i>BA-Law – UKZN</i>	<i>1994</i>
<i>Certificate in Regulatory Studies – London School of Economics</i>	<i>2011</i>

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A full list of references will be supplied upon request.