

Professions:

Legal

Experience:

Articled Clerk - 1989 -
Weavind & Weavind Attorneys 1991

Director, Litigation Dept. 1992 -
at Dykes Daly Attorneys 1994

Professional Assistant: Litigation & 1995 -
Commercial (Head of Company Law Department 1997
Weavind & Weavind Attorneys

Legal Manager - Deloitte Legal
Delivered Legal services to large corporate 1998 -
clients across a wide range of industries and 2001
focused largely on Labour / Employment law and
related disciplines.

Head: Corporate Commercial Law Division
Anglo Platinum
Managed the Legal organization for Anglo Platinum –
promoted from Senior Legal Manager – ensuring the best
legal services for the Group. Served on various HR,
Business Strategy, Wage & Bargaining Council committees 2001 -
& task teams; 2008
Note: during the period successfully managed several
major strikes; was involved in disciplinary enquiries
of senior officials; and was a pivotal in several
BEE transactions.

Head of Legal Kumba Iron Ore
Headed Kumba's Legal Department
Managing all associated strategy, planning, and
resources. Played the lead in assembling legal 2008 -
teams in the defence of company interests and in 2012
ensuring Kumba was compliant with relevant legislation;
and in providing the Board, Exco and management with
astute legal advisory services. Note: in 2012 Kumba
Legal merged with Anglo American's Group Legal.

Deputy Head of Legal, SA Anglo American plc Group
Legal Department Manage Anglo American's in-house
legal operations – along with the Head of Legal and
the Executive Committee – acting to defend legal
rights and advance the interests of the corporation,
its employees, shareholders, and other stakeholders;
Legal Accountabilities: Legal Risk Management;
Governance; Strategic Support; Compliance Support;
Management of Law Firms; Provision of Legal Advisory
Services; Management of Legal Costs; Knowledge Sharing;
Securing of Rights; Management Accountabilities:
Department Strategy, Planning, General Management,
Talent Management, People Development, Professional
Development, Tracking Achievement of Milestones,
Business Targets; Constitutional Court Case: Appointed
to spearhead the team that successfully defended the 2012 -
case to protect 22% of the Company's mining right and 2015
allocation thereof to a 3rd party; This was the biggest
commercial mining law case in SA history, it spanned
5 years and played out in the High Court and then
Constitutional Court; Successful Arbitration in
West Africa: Part of the team in an international
arbitration. The successful outcome resulted in a claw
back of several billion Rand for the company;
Managed a complex multi-disciplinary team comprising
corporate finance, communication, government relations,
merchant banks and geological experts;
Headed the Legal Negotiations Team in the retrenchment
of 14, 000 employees at Anglo Platinum. Negotiated with
several union leaderships and Government. Results
included 7 000 jobs being saved with no forced
retrenchments necessary; Managed 'Military Style' Strike
& 'Highjack' of R1bn in Equipment: Managed a strike at
Sishen Mine and defended the company's legal position
in the Labour Court. Employees had 'highjacked'
RI billion in heavy machinery & vehicles
– military style – resulting in temporary closure
of the mine. The matter was successfully navigated and
quickly resolved through negotiations, strategic thinking,
and legal processes.

Business Development and Client Relationship Consultant
Hogan Lovells SA
Primarily responsible for managing client relationships; 2015 -
Developed LPO and LPM service delivery models; 2017
Driving alternative fee arrangement models;
Legal Project Manager on relocation project.

Business Development and Client Relationship Consultant
Hogan Lovells SA
Primarily responsible for managing client relationships; 2015 -
Developed LPO and LPM service delivery models; 2017
Driving alternative fee arrangement models;
Legal Project Manager on relocation project.

Director - Inmiso Consulting (Pty) Ltd
Managing strategy and day to day operations
of the company; Legal Project Manager on relocation
project for Kumba Iron Ore Limited; Developing 2017 -
legal service delivery models for clients; present -
Integrating legal project management and legal
process outsourcing models in delivering legal
services.



Affiliation/Rank

Admitted Attorney of the High Court of South Africa

Qualifications

1991 University of Pretoria B.Com (Law)

2007 Stellenbosch University
Management Development Programme

1994 University of Pretoria B.Proc

1999 University of Johannesburg
Advanced Diploma in Labour Law