



# CLARAH THANDI THANKGE

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A seasoned business leader and Chartered Director SA (CD SA), with a successful track record of more than 26 years of driving change and transformation in various organizations. Particular strength lies mostly in strategy, corporate governance, culture change, BBBEE, Leadership, People Management and coaching skills amongst others. Also, an HR leader that has led organizations to achieve Top Employer accreditation for years in succession due to best practice people management practices that were put in place. Possess advanced competencies in the entire HR Value Chain from recruitment (talent attraction), development, retention and engagement of highly capable talent through the implementation of appropriate interventions - this includes appropriate remuneration models. A former Vice Chairperson of the SA Board of People Practices (SABPP) and the Board Member of Road Traffic Management Corporation (RTMC – chaired both the REMCO and the SEC Committee) and PSIRA (HCRemco and SEC Committee Member).

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## **ACADEMIC QUALIFICATIONS**

Masters in Commerce (Mcom) degree in Business Management, University of Johannesburg, 2013

Bachelor of Arts Degree (Honours) (Industrial Psychology), University of South Africa, 1997

Bachelor of Arts Degree (Industrial Psychology), University of South Africa, 1994

3 Year National Diploma in Library & Information Service, ML Sultan Technikon, 1989

Matric, Vryheid States Zulu High School, 1985

## PROFESSIONAL MEMBERSHIPS

- Registered Master HR Professional, Generalist with South African Board of People Practices (SABPP)
- Registered Psychometrist: Independent Practice with HPCSA, Registration Number: PMT0060321
- Member of Society for Industrial and Organisation Psychology of South Africa
- Member of the Institute of Directors (IoD).
- Registered HR Auditor (SABPP)
- Certified Chartered Director South Africa with the Institute of Directors SA
- Professional Director PD (SA)
- Member of Directors Association

## BOARDS AND EXECUTIVE COMMITTEES

- **SA Board for People Practices (SABPP)** Vice Chairperson & Board member (2016 - 2018)
- SABPP HR Audit Council Member (2016 – 2019)
- **SABPP Audit & Risk Committee** member (2019 – present)
- **Road Traffic Management Corporation (RTMC)** Board member (2017 – present)
  - Chairperson of the RTMC Social and Ethics Committee
  - Chairperson of the RTMC REMCO Committee
- **SABPP Nominations Committee** (2021)
- **Directors Association** (2021 – Present)
  - Inclusive Diversity Committee
- **Private Security Industry Regulatory Authority (PSIRA)**
  - HCREMCO Committee Member (June 2021 – present)
  - Social and Ethics Committee member (June 2021 – Present)
- **Air Traffic & Navigation Services (ATNS)** (Sept 2014- 2018)
  - REMCO Member
  - SEC Member
- **MAN Truck & Bus SA Ltd (MAN)** (2011 – August 2014)
  - REMCO Member
  - SEC Committee Member
  - Compliance and Review Member

## WORK HISTORY

### **March 2020 - 31 May 2022 - Medshield Medical Scheme - Executive: Human Capital (Fixed Term Contract)**

Strategically led the Human Capital Division of Medshield Medical Scheme, with focus on all human capital matters including but not limited to organizational design, talent management including succession planning, performance management, remuneration & rewards (including salary benchmarking & job evaluation) and learning and development initiatives.

### **Independent Development Trust (IDT)- Executive: Corporate Services Feb 2019 – Feb 2020 (Fixed Term Contract)**

Strategically led the Corporate Services Unit of IDT, in particular the Human Capital Division, Legal, Marketing and Communications, IT and Facilities Divisions.

### **Lekwa Business Solutions Johannesburg- CEO/HR Consultant (own business)**

**March 2018 – January 2019**

- Strategic design and implementation of systemic transformational people strategies in the areas of talent management, organisational design and culture, leadership, learning, human capital transformation, strategic change and digitization for the organization.

### **Air Traffic & Navigation Services (ATNS) Bruma - Executive: Human Capital**

**September 2014 – February 2018**

Strategically leading the Human Capital Division of ATNS, with focus on all human capital matters including but not limited to organizational design, talent management, succession planning and learning and development initiatives.

### **MAN Truck & Bus (S.A.) Ltd – Isando- Head: Human Resources & Transformation**

**March 2011 – August 2014**

- Lead the team in the development of fit-for purpose HR Strategy in collaboration with the executive team in delivering to the overall business strategy. This meant delivery on the entire employee life cycle within the organization.

### **Blue IQ Investment Holdings Pty (Ltd) JHB: Senior Manager – Human Resources**

**November 2009 - February 2011**

- Development and implementation of the HR Strategy and facilitation of the integration of Blue IQ HR with four Blue IQ subsidiaries.

## REFERENCES

Available on request

### **BDFM Publishers, JHB- Human Resources Manager November 2006- October 2009**

- Responsible for the full HR generalist function for BDFM Publishers in terms of the BDFM HR, strategy development and its implementation of all interventions in line with the organizational strategic objectives.

### **AFROX Limited – Head Office, JHB- OD Specialist/Employment Equity Manager Sept 2005 – Oct 2006**

- Responsible for the Design and implement Organisational Development, Transformation, Performance Management and Change Management initiatives within the Group.

### **De Beers Consolidated Mines – Crown Mines JHB- HR Business Partner Aug 2002 – Aug 2005**

- Responsible for the implementation of the of Corporate Human Resources generalist and Strategic Initiatives within the organization.