





## LINDA CECIL NENE




 Cape Town, South Africa


 084 626 6463

 Linda.nene@icloud.com

 LINDA.Nene@petrosa.co.za

 Linda.Nene

 1976-04-26

 Zulu, Xhosa, English,  
Afrikaans

### **COMPUTER LITERACY**

Microsoft Office  
Windows  
Pastel  
Groupwise Novell 5  
UTS Express Plus 32  
FMS (Financial Management System)  
CAATS (Computer Aided Auditing)  
ACL Windows (Audit Command Language)  
Accpac  
CURA  
Continuum  
TeamMate  
ERA (Enterprise Risk Assessor)  
ProAudit  
Logis  
BAS  
SAP R3 (Certified User), SAP 4.6c user & SAP 4.7D

### **HOBBIES AND INTERESTS**

Meeting new people  
Swimming  
Cycling  
Travelling  
Movies  
Music  
Reading books  
Sharing Ideas

I am a seasoned professional and executive in the petroleum industry, with over 20 year's experience, specializing in operational excellence, audit, corporate governance, business resilience programmes, risk, ethics & forensics management, and regulatory compliance.

A high energy leader with a track record of business improvement and workforce motivation. Significant experience in developing and implementing compliance programs and operating/safety management systems.

I am analytical and able to guide the team in evaluating business decisions from a holistic and strategic view. Interested in a role that offers an opportunity to apply skills gained and provides growth potential.

I have gained deep experience through my various board and directorship roles held in diverse organisations where my skillset as Audit, Risk and Compliance expert brings value to the organisation through advise, coaching and strategic guidance and providing best practice. In addition I have been entrusted with acting as a Group CEO from time to time and this has enhanced my commercial skills and capability.

## Board Membership/Directorship/Audit Risk Committee

<b>CURRENT BOARD MEMBERSHIP</b>		
<b>Company</b>	<b>Role</b>	<b>Dates</b>
COEGA Development Corporation	Independent Audit & Risk Committee Member	July 2021 to June 2024
CCMA	Independent Audit and Risk Committee Member	September 2021 to August 2024
ETDP SETA	Independent Audit Committee Member	August 2020 to March 2025 (5-year term appointment)
PetroSA Ghana SOC Ltd	Non – Executive Director: PetroSA Ghana SOC Ltd	December 2018 till current
PetroSA Equatorial Guinea SOC Ltd	Non – Executive Director: PetroSA Equatorial Guinea SOC Ltd	June 2016 till current
City of Cape Town Municipality	Audit & Performance Audit Committee Member	November 2018 to October 2021 (3 year appointment, renewable)
		November 2019 to October 2024
Western Cape Gambling and Racing Board	Independent Audit Committee Member	February 2021 to January 2024 (3-year term appointment)
<b>PREVIOUS BOARD MEMBERSHIP</b>		
<b>Company</b>	<b>Role</b>	<b>Dates</b>
Provincial Government of Western Cape	Independent Audit Committee Member	January 2018 to December 2020
USAF(Universal Service and Access Fund)	Chairman of Board Audit & Risk Committee Non – Exec Director	December 2012 to August 2018
		December 2016 to August 2018
USAASA (Universal Service and Access Agency of South Africa)	Chairman of Board Audit & Risk Committee Non – Exec Director	December 2012 to August 2018
		December 2016 to August 2018
Work Dynamics	Non – Executive Director: Work Dynamics (Pty) Ltd	April 2016 till October 2019
Work Dynamics	Chairman of Board Audit & Risk Committee: Work Dynamics (Pty) Ltd	November 2018 till October 2019
Stellenbosch Municipality	Chairman of Audit & Risk Committee	November 2013 to December 2015
Stellenbosch Municipality	Chairman of Fraud Response Committee	November 2013 to December 2015
Stellenbosch Municipality	Independent Audit Committee Member	September 2009 to November 2013
Cape Town Association for the Physically Disabled (CAPD)	Vice Chairman of the Board and Non – Exec Director:	September 2013 to August 2015
Cape Town Association for the Physically Disabled (CAPD)	Non – Executive Director	September 2015 to August 2016

<b>Company</b>	<b>Role</b>	<b>Dates</b>
Provincial Government of Western Cape – Department of Education	Independent Audit Committee Member	January 2011 to January 2017
ProSano Medical Aid Fund	Independent Board Audit Committee Member	February 2011 to December 2012

## PROFESSIONAL EXPERIENCE

### **Chief Risk & Compliance Officer (acting)**

**01 July 2019 to date**

The Chief Risk & Compliance Officer is accountable for over-seeing the entire ERM, group compliance, business continuity management, fraud and forensics & ethics programmes within the PetroSA Group of Companies. The role reports to Strategy & Risk Management Committee and Board Audit Committee on compliance matters; administratively to the Group CEO.

#### **Key Responsibilities:**

- Develop the strategic risk and governance role for the Group
- Execute the risk and governance strategy and program for the Group
- Ensure a healthy risk management culture across the Group
- Achieve continuous improvement in risk management
- Execution of compliance assurance audits
- Fraud and forensic investigations
- Implementation of business continuity management for the group
- Oversee Group compliance with laws, regulatory requirements, policies and procedures
- Lead a team of 15 to deliver the risk, governance, forensics, ethics, business continuity management and compliance strategy for the group

#### **Key Achievements**

- Establishment of group compliance, business continuity and ethics management within PetroSA group of companies

### **Corporate HSEQ Manager (acting)**

**April 2017 to July 2019**

The HSEQ Manager is responsible for over-seeing the entire HSEQ management systems for PetroSA group of Companies. This include but not limited to providing advice, guidance and consultative expertise on HSEQ systems certification requirements to ensure continuous improvement and maintenance of management systems in the organisation.

#### **Key Responsibilities:**

- Lead the HSEQ Team across the group and related budget requirements
- Provide systems on HSEQ to Group CEO and EXCO, and Board for implementation
- Development and preparation of 3 year and 1 year operational HSEQ integrated plan  
Enforcement of HSEQ policies group wide
- Manage the development, implementation and maintenance of the Safety, Health, Environment & Quality (SHEQ) Management systems
- Approve HSEQ Integrated Annual Management plan detailing the systems developments; assurance; training and monitoring programmes

- Approve implementation of the HSEQ annual internal and external audit program and audit procedures to monitor compliance
- Ensure HSEQ risk assessments and action plans and maintain the risk register to ensure effective company HSEQ risk management.
- Ensure effective implementation of the incident management system and the development of procedures to ensure that the recurrence is minimised

### **Key Achievements**

- Developed and implemented several interventions to change cause on the safety and general HSEQ culture in the organisation.
- A revised HSEQ Turnaround Plan with new governance accountabilities through an Integrated HSEQ Manco
- In the first year of implementing the safety turnaround plan, no fatalities were recorded. Further, the HSEQ index for the FY17/18 was calculated at 2.90 compared to the HSEQ Index FY16/17 (1.44) FY 15/16 (1.0) projecting a more than 100% improvement in safety performance for the organisation.
- In the year 2018/19 the environmental Incidents indicator showed an improvement, i.e. declining trend as measured by environmental incidents being 22% lower than the prior FY.
- This performance has been maintained under my stewardship and guidance in that for the FY 18/19, again no fatalities were recorded and the HSEQ index for 18/19 was recorded at 3.25 compared to the previous year's 2,90 reflecting a 12% year on year improvement.
- ISO 9001: 2008 transitioning to 9001:2015 in 2018. PetroSA was ISO9001:2015 certified three months ahead of schedule and commendation by the Certification Body on the robustness of the QMS in PetroSA.

### **Group Compliance Manager**

**April 2017 to July 2019**

In this role I was accountable for over-seeing the entire compliance risk management, business continuity management & ethics programmes within the PetroSA Group of Companies. Role reported to Risk and Compliance committee and administratively to Chief Risk Officer and Compliance Officer and Group CEO.

I was responsible for leading the company risk and compliance assessment for international offices in the following countries: Amsterdam / USA / Mozambique / Egypt / Equatorial Guinea / Ghana. This included financial, compliance, IT and operational risk assessments and ensuring alignment to local regulatory requirements.

### **Key Responsibilities:**

- Manage the overall compliance team, execution of assurance work, reporting, training, and coaching and to ensure the team's awareness of the relevant compliance requirements.
- Identification and assessment of process level risks by conducting risk workshops and producing final risk registers for submission to EXCO and Board Risk Management and Compliance Committee (Sub-committee of the Board).
- Budget determination and management.
- Development of Group Compliance Annual Assurance Plan and three year rolling plans for the group.
- Development of Group Regulatory Compliance Universe and assessment.
- Management of the ethics whistle blow hotline.
- Investigation and reporting of compliance and ethics matters.
- Implementation of UK Bribery Act procedures to ensure compliance.

### **Key Achievements:**

- Compliance Team of the Year - November 2014, Southern Africa Compliance Award

## Career Outside PetroSA

<b>Company</b>	<b>Position</b>	<b>Period</b>	<b>Responsibility</b>
Provincial Treasury- Western Cape	Senior Manager: Enterprise Risk and Governance Systems	Nov 2005- Aug 2007	Facilitate the implementation and maintenance of risk management &, norms and standards in departments and related training requirements.
Chevron Oil SA	Supervising Auditor for Africa / Pakistan / Middle East Operations	Aug 2004- Oct 2005	Developing and implementing sound and effective audit procedures suitable for the industry
Engen Petroleum Pty (LTD)	Senior Auditor	May 2001- July 2005	Identifying risk areas, development of risk matrix and controls to mitigate high risk areas. Perform audit function in relation to preparation of financial statements. Prepare audit reports for executives and management
BOE Group Audit Services	Senior Auditor	October 1999- April 2001	Perform risk assessment and identify controls to mitigate the risk. Prepare and present audit plans and reports. Supervise, Mentor and coach new audit trainees

## Education and Professional training

<b>Monash University:</b>	<b>Masters of International Business</b>
<b>Monash University:</b>	<b>Post Graduate Diploma in Management (Corp Gov)</b>
<b>University of Cape Town:</b>	<b>B Com Accounting</b>
<b>The Institute of Internal Auditors:</b>	<b>Certification in Control Self-Assessment - CCSA (SA) General Internal Auditor-SA - GIA(SA) Fellow of the Institute of Internal Auditors SA - FIIASA Certification in Risk Management Assurance - CRMA</b>
<b>Compliance Institute of South Africa</b>	<b>Certified Compliance Professional or Compliance Practitioner – CCP (SA) or CPrac (SA)</b>
<b>Southern Business School:</b>	<b>Risk Management Strategies in the Public Sector</b>
<b>Institute for International Research:</b>	<b>Management Development Programme</b>

## Professional Memberships / Associations:

<b>Name of the Institute / Association</b>	<b>Membership Number</b>
Institute of Internal Auditors (Full Member)	84438
Institute of Risk Management SA (Full Member)	7889

Name of the Institute / Association	Membership Number
Compliance Institute of South Africa (CISA) (Full Member)	NL2007096821
Institute of Directors Southern Africa (IoD)	25458231

### References:

1. Dr Divya Singh  
Independent Chairperson: Audit Performance and Audit Committee  
City of Cape Town  
O: +2787 288 3216  
M: +2782 884 1246  
E: [divyas@stadio.co.za](mailto:divyas@stadio.co.za)
  
2. Dr Len Konar  
Former Board Audit Committee Chairperson  
PetroSA  
M: +2782 554 3920  
E: [len.konar@orcaservices.co.za](mailto:len.konar@orcaservices.co.za)
  
3. Mr. Bongani Sayidini  
Former Acting Group CEO / Current - COO Petroleum Agency SA  
PetroSA / Petroleum Agency SA  
M: +2783 287 8079  
E: [sayidinib@petroleumagencysa.com](mailto:sayidinib@petroleumagencysa.com)
  
4. Mr. Mawethu Cawe  
Former Board Chairperson for USAASA and USAF  
USAASA and USAF  
M: +2783 269 1985  
E: [mawethu.cawe@gmail.com](mailto:mawethu.cawe@gmail.com)
  
5. Mr. Kerry Larkin  
Former Chief Risk & Compliance Officer  
PetroSA  
M: +2783 501 6777  
E: [larkinfamilysa@gmail.com](mailto:larkinfamilysa@gmail.com)
  
6. Mr. Richard Rhoda CA (SA)  
Independent Audit Committee Chairperson  
Provincial Government of Western Cape – Economic Cluster  
M: +2782 577 1789  
E: [richard@ldp.co.za](mailto:richard@ldp.co.za)
  
7. Mr. Mervin Burton CA (SA)  
Independent Audit & Risk Committee Chairperson  
Western Cape Gambling & Racing Board (WCGRB)  
M: +2782 808 6000  
E: [mrbbussol@mweb.co.za](mailto:mrbbussol@mweb.co.za)