

Bongumusa Emmanuel Makhathini

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Profile

I am a Harvard Business School graduate holding a **General Management Program** qualification. I hold a **master's degree M. Com in Business Management & Economics**, University of Johannesburg; an **Honours in Geography** and a **B. Paed degree** from the University of Zululand.

I have a proven track record in delivering and sustaining results. I am an assertive and dynamic individual with strong analytical, organizational and communication skills.

My strengths lie in my integrity and ability to provide inspirational leadership, affirmed by the rapid progression into management positions. I have consistently demonstrated competencies in managing solid relationships with people across all levels.

I am an individual who is a visionary, strategic thinker, goal driven and thrives on challenges that will allow me to constantly innovate.

I am able to learn and understand new concepts very quickly. I regard myself as having excellent inter-personal skills. I am able to interact well with people from all levels, cultures and from all walks of life.

I regard myself, as having a high degree of integrity and perseverance with the ability to teach, analyse, coordinate and work at any level required. I excel at administrative level because I am an organised person who enjoys challenges and self-motivation and can work under minimum supervision and under pressure.

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Education / Training

- General Management Programme with Harvard Business School (HBS)
- M Com (Business Management)
- BA Honours degree
- B Paed Degree (majored in Geography and Business Management)
- Diploma in HR Management
- Certificate in Finance and Economics
- Certificate in Peer Counseling
- Certificate in Leadership
- Certificate in Retail
- Certificate in Experiential Training Peer Counseling
- Certificate in Computer Application
- Project Management
- Part of the Accenture Leadership Development Programme known as "Future Leaders"

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CV

Personal Details

Surname : Makhathini
Name : Bongumusa Emmanuel
Nationality : South African.
ID Number : _____
Address :
Residential :

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Secondary Education

School : Dlamvuzo Senior Secondary School, Esikhawin, KZN
Year : 1995
Certificate : Matric

Tertiary Education

Institution : University of Johannesburg
Year : 2005 - 2008
Qualification : Masters in Business Management

Institution : University of Zululand
Year : 1999 - 2000
Qualification : BA Honours

Institution : University of Zululand
Year : 1996 - 1999
Qualification : B Paed degree

Institution : University of Zululand
Year : 1999 - 2000
Qualification : Diploma in HR Management

Institution : University of Johannesburg
Year : 2004 - 2005
Qualification : Certificate in Finance and Economics

Institution : Harvard Business School (HBS)
Year : 2015 - 2016
Qualification : General Management Programme

Employment History

Company : **British American Tobacco**
Period : 1st of January 2017 to date
Position : Director of Legal and External Affairs

Company : **The South African Breweries (A subsidiary of SABMiller plc)**
Period : 1st of July 2016 to 31 December 2016
Position : Executive Director of Corporate Affairs and Transformation

Company : The South African Breweries (A subsidiary of SABMiller plc)
Period : January 2010 to 30th June 2016
Position : Head of Public Policy and Strategy Integration

Public Policy Responsibilities and Competencies Gained:

- Development and execute strategic engagement campaigns:
 - Implementation of a Stakeholder Relationship and Engagement Strategy for the business which includes providing guidance and strategic support to stakeholder identification, profiling, management and measuring the impact of those relationships.
- Providing the framework for strategic intent and insight around stakeholder relationships to allow the business to achieve its strategic business objectives.
- Track and maintain a detailed awareness of the key regulatory stakeholders and their impact on issues facing the business, and develop strategic responses as required
- Support the creation of SAB positions, and where necessary, policies, on key regulatory issues
- Create and collate arguments to mitigate risk and/or exploit opportunities on the business arising from regulatory developments
- Driving stakeholder initiatives and engagement campaigns aimed at exposing stakeholders to business processes and building and enhancing company's reputation.
 - Represent the business in identified professional and industry bodies

Core competencies:

- Stakeholder and Government Relations
- Strong lobbying, advocacy, networking and interpersonal skills
- Ability to engage with regulators, industry association and policy makers in Government
- Team player and strong adaptability skills
- Strong governance and ethics
- Strong knowledge of SA Government, government protocol and legislative process
- Strong conceptual and decisiveness skills
- Strong research/analytical abilities with sound judgment
- Strong presentation, communication and networking skills
- Initiative, innovation and creativity
- Commercial competence and business maturity
- Strategic abilities and proactive approach
- Ability to work under pressure

Strategy Development, Optimisation & Execution Responsibilities and Competencies Gained:

- Facilitate Corporate Affairs strategy development, strategy execution
- Consolidate and drive improvement initiatives
- Facilitate strategy alignment with programmes
- Facilitate the development rules of engagement with regions & other departments
- Support Corporate Planning team on 5-year plan development and management reporting to SEF and Excom
- Performance Management, Tracking & Monitoring
- Develop evaluation procedures of all Corporate Affairs imperatives and programmes by working with HOD on measurements and evaluation efforts to assess performance against plan
- Make recommendations to improve performance
- Facilitate sharing of best practices & learning's
- Support reporting to different business fora

Audit Responsibilities and Competencies Gained:

- Coordinate the development of processes and procedures to ensure the credibility and integrity of our reporting
 - Dashboard development and maintenance
 - Programme Management
 - Enable co-ordination and integration of projects
 - Responsible for overseeing, tracking of milestones & project outcomes
 - Project Management remains the accountability of the respective Managers and HODs
 - Keep internal and external stakeholders updated with regular reporting and communication (working with the HOD Communication)
 - Monitor programme-level risks & mitigations
 - Escalate unresolved issues to CA Director
 - Track and monitor performance of the Corporate Affairs division against the set targets
 - Establish governance and other programme management guidelines
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- Assist with scope definition and decision management
 - Drive cohesion and integration across initiatives, departments and geographies
 - Facilitate the development of the Division Master Plan

Company : **Accenture South Africa (Pty) Ltd**
Period : **January 2002 – January 2010**
Position : **Senior Manager**

Senior Manager Responsibilities and Competencies Gained:

Project Management: Managing the project plan, tracking, monitoring, managing team's daily activities to ensure timely completion of deliverable and risk and issue identification and resolution and escalation;

People management: Provided people development, growth and skills development opportunities, guidance and mentorship to own team and to other team members;

Workshop facilitation: Facilitated many strategy session, solution design and business process workshops;

Project activity supervision: Provided support, reviews and motivation for the completion of team deliverables i.e. current state analysis, requirements gathering, business process design, productivity analyses, requirements traceability matrices, solution design documents, and design issue resolution;

Power mapping and stakeholder strategy: Led the process of power mapping and understanding the power relations within the organisation and drafting a stakeholder management and project acceptance strategy;

Scope Management: Managing the scope of the team's effort in line with the project's statement of work and facilitating any scope changes required;

Solution Definition: Led the definition of solutions and was involved with other teams' solution definition activities for the areas where there was a distinct misalignment between important business processes and the packaged solution being implemented;

Business Process Design: Supervising the compilation of and completing the business processes for his team and ensuring that the appropriate re-engineering of the old processes occurs;

Solution Prototyping: Responsible for leading teams in the configuration effort and gap identification and design planning effort that led to a successful prototyping of the solution area that he was responsible for leading to unconditional sign-off by all stakeholders approving the future solution and gap closure plans;

Requirements vs. Product Gap Analysis and Design: Led the design of the enhancements to the system that would address the scope gaps identified during the gap analysis;

Integration Management: Managed the integration of the functional area to ensure integration;

Testing: Completing and providing oversight for developing the test approach, test planning, test scripts, test data, unit testing, string testing, regression testing, parallel testing, integration testing, issue logging and issue resolution.

Projects Related Duties included:

Extensive involvement in CC&B (Customer Care and Billing) related assignments;
Involvement in SAP IS-U (Industry Solution for Utilities) related assignments;
Worked extensively in Energy clients driving their ICT strategies;
Developed Operating Model for Services within the Mining industry;
Project Management, planning, budgeting, staffing and execution;
Functioning and managing across diverse teams, including Functional, Technical, Development and Change management (Organizational Transformation) areas;
Team leading and mentoring team members, including client personnel;
Exposure to implementation methodologies proprietary to Accenture;
Extensive exposure in respect of multi-disciplinary projects and teams;
Managing client relationships, interacting with operational personnel to corporate Senior Executives;

Researching and drafting technical documentation, including:

- Position Papers;
- Business Process Designs;
- Technical Architecture designs;
- Application Architecture design;
- Execution Architecture designs;
- Operations Architecture designs;
- Development Architecture Designs.
- Testing approach and execution;
- Deployment of final solution;
- Business Case Analysis;
- Strategy documents;
- Operating Models;
- Business Development; and
- Deal making.

Responding to tenders, identifying sales opportunities at clients and following through on these leads.

Client engagements during this period:

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- Eskom:

Accenture was involved in the replacement of Eskom's legacy System with the new Billing System supplied by SPL called CorDaptix. This formed part of a bigger Billing System implementation lead by Accenture. This implementation went exceptionally well.

I was the responsible for the functional and technical project delivery as well as general project management.

- Masana Petroleum:

I worked on an ICT strategy project which was a three months' project aimed at putting together an ICT strategy for Masana Petroleum. Masana is a black empowerment joint venture company in which BP has a minority 45 % stake and four empowerments partners a majority of 55% responsible for commercial and industrial fuels marketing business of BP branded products.

- City of Johannesburg:

The Masana consortium (of which Accenture formed part) was involved in implementing SAP IS-U and SAP CRM 4.0 IC WebClient. I was responsible for managing roughly 20 people, including consortium and client personnel.

- Business Development (Eskom and LGSETA)

Assist with the identification and shaping of opportunities within the utilities team. This included driving relationships with key client individuals and to leverage these relations to sell more work; Assist in preparation and driving the RFI and RFP documentation, presentations, and review;

- Hunt and create opportunities;
- Shape an opportunity and turn it into a sale;
- Sell the opportunity internally to Accenture leadership;
- Negotiate the contract terms, the scope, time lines, and the pricing with the client and within Accenture;
- Arrange the WBS and mobilise the resources for the project;
- Communicate the scope and ensure agreement on the project expectations;
- Shape and refine the final deliverable to ensure alignment with the contract terms;
- Deliver and present the final deliverables to the board;
- Ensure Accenture get the payment for the work done; and
- Follow-up on administrative task to ensure project closure.

- Proposal writing (RFP and RFI)

- Contribute to the brainstorming session that resulted to a framework being developed and agreed;
- Investigate and refine Accenture credentials;
- Contribute to the response development; and
- Assist with the review and consolidation of the response.

- Training and Development of the new and experienced joiners in St Charles, Chicago, USA

- Contribute to the training and development of Accenture employees yearly at a global level by facilitating training on the following topics;

- Leadership;
- Value Creation;
- Business Case analysis;
- Scope Management;
- Project Management: estimate, scheduling, resource management;

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- Project Measure and Performance Tracking;
- Monitor & Control Project;
- Testing Methodologies; and
- Stakeholder Management.

Company : **University of Zululand, Centre For Guidance and Counseling**
Private Bag X 1001, Kwa-Dlangezwa, 3886

Period : January 2001 – December 2001
Position : Student Development Officer

Job Summary:

- To provide all support to the students;
- To play an active role in developing and broadening the knowledge on life skills and corporate;
- Providing counseling to students, career assessment, guidance, and counseling;
- Liaising with companies on graduate placement; and
- Handling preliminary interviews for graduate placements, facilitating.

Reason for leaving: Needed more challenges and growth opportunities. Keen interested in focusing on Information Technology consulting.

Company : **University of Zululand**
Period : January 2001 – December 2001
Position : Part-time lecturer

Duties :

Job Summary:

- Giving lectures on Tourism and Geography;
- Co-ordination both courses;
- Designing the Course outline, marking of scripts; and
- Setting of examination papers (250 students and 2 courses).

Reason for leaving: Needed more challenges and growth opportunities. Keen interested in focusing on Information Technology consulting and Project Management.

Company : **Jet Stores - Empangeni**
Period : March 1997 – December 2000
Position : Sales Assistant
Duties :

Job Summary:

- Sales, till operation;
- Customer service;
- Security;
- General administration;

- Cash office management; and
- Jet card administration.

Reason for leaving: Got a permanent job after graduating

UNIVERSITY PROJECTS

1. Conducted a marketing research for Blue Ribbon Bakery. Developed a marketing plan for Blue Ribbon Bakery (1997);
2. Conducted a research on 'Utilisation of natural resources for the job creation in Empangeni/ Richards Bay area' (1999);
3. Conducted a research study on ' Physical and Economic factors affecting tourism in St Lucia area of uThungulu region ' (2000).
4. The Alignment of IT with business strategies in Small Medium Sized Enterprises

ACCENTURE PROJECTS

1. Eskom - CorDaptix Billing System Implementation;
2. CorDaptix Support;
3. 726 Key customer ring-fencing project;
4. Prepaid Solution Project;
5. Eskom Archiving Project;
6. Masana ICT Strategy and Enablement Programme;
7. LGSETA CFO Appointment Project;
8. SAP Implementation and Organisational Transformation;
9. Customer Solution Centre Continuous Improvement;
10. Exxaro Operating Model and Strategy Development; and
11. Eskom Academy of Learning.

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Achievements/ Milestones

MERIT AWARD - Silver medal and a certificate after being rated the best second/third year degree student in the Faculty of Education at the University of Zululand in the year 1998

Certificate of Outstanding Performance in Geography III

AWARDED THE ABE BAILEY TRAVEL GRANT to go on an educational tour to the UK, London during November/December in the year 2000. The award was based on exceptional leadership qualities and on outstanding academic performance.

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Leadership Positions & Community Involvement

Board member of the Sport Trust board, The Sports Trust acts as an implementation partner to its Trustees, Government (The National Department of Sport and Recreation South Africa), Stakeholders & donors by: Building or installing sports facilities, Distributing Sporting Equipment and kit, Providing effective delivery of sustainable sports development projects (from 2015 to 2016)

Board member of the Industry Association For Responsible Alcohol Use (ARA) and I chair a board committee on Responsible Drinking and Advocacy Committee (from 2013 to 2016)

Chairman of the Bongji-Ngema Zuma Foundation (the foundation focuses on Diabetes education and awareness) (from 2011 to date)

Board member of the Ekurhuleni World Outreach Centre advisory board (2016 to date)

President of Convocation at the University of Zululand (from 2010 to 2016)

Member of the University of Zululand Council (from 2013 to 2016)

Student Representative Council member in 1997/98

Director of Business Development for Ekurhuleni World Outreach Centre in 2008/10

References available on request