



## My Brilliant Career

# Unable to find the right bag, she designed her own

Lynné de Jager is the CEO and founder of handbag and travel apparel company LJ Collection and lipstick range LJ

By MARGARET HARRIS

**Tell me about being a handbag designer.**

It is quite a challenge, but it is also very rewarding. The challenge is to create something that is unique, functional and fashionable, and the trick is to get the mix just right.

Deciding on what market and tastes I am designing for adds to the challenge.

But there is nothing that compares to the feeling of getting it just right, which is reflected by the reaction of my customers. The

feeling of accomplishment motivates me to make the next designs even better.

**How did you end up being a designer and what was the big break that helped you get where you are today?**

My personal taste is quite different and I have always struggled to find items, specifically handbags and travel apparel, I like.

I took one of my favourite bags to a leather tailor years ago. He did such a good job fixing it that I wanted to help him to grow his business.

I then started designing bags that I took to him to make into samples that I then marketed and sold. This was the start of my business, and it also created much-needed business for the tailor.

Unfortunately, he had to close his business. I decided to start my own venture and offered him a job in my leather products manufacturing company.

The business has been operating successfully for four years and growing every year, but I still do not feel that I have had my big break yet.

**What inspires you as a designer?**

Textures, simplicity, leather, and my customers.

**What are some of the big trends in handbags, wallets and lipsticks?**

Wearing a lipstick with a matte finish is definitely trendy at the moment. That is exactly why I have formulated a matte lipstick with long-lasting effect that does not dry out your lips. In terms of bags, smaller handbags and different or unexpected shapes are very trendy and the perfect arm candy to accompany you in 2019.

**What do you find most meaningful about the work you do?**

It will never get old to see someone's face when they put on a lipstick and see themselves in a mirror. Lipstick gives a woman confidence, and a confident woman is unstoppable. It is also very special to me that all my products are produced in SA.

This way I know that I am helping to create work in SA and helping to provide for someone's family.



Lynné de Jager is proud that all her products are made in SA. Picture: Willem Botha

**What is the best career advice you have received?**

Make sure you love what you do and plan ahead.

If you are not an expert in a certain area of business, get someone in who is.

**What makes someone employable?**

Reliability, loyalty, honesty, integrity, a good work ethic and the willingness to learn are what I look for in anybody I employ. If someone has these basic attributes, I am willing to work with them.

## How to ...

### Motivate your employees

● There are many opinions on how best to motivate employees in order to put your organisation on track for a productive year.

Paul Burrin, vice-president of Sage People, says managers "can set the tone for a productive 2019 with the right strategy in place".

He has the following advice:

● Employees are not interested in gimmicks; they want to feel that the company values their contribution, and a football table is not the way to do that.

● It is important to show gratitude to your staff. "Go beyond 'thank you' by creating a system for rewarding good work. Whether it's sending out a quarterly e-mail highlighting great performance or scheduling a monthly review session, it's important to ensure your team feels appreciated," says Burrin.

● Managers may have their own issues with flexible work schedules, but "consider giving employees the freedom to create their own hours and work remotely, especially early in the year when morale tends to dip".

● Programmes such as trying to raise morale need to be informed by more than good feel. Data and analytics can provide a much clearer picture of how people are coping. — Margaret Harris

## Trading Places

● Hilton Mashonga has been appointed creative director at agency Boomtown.

Mashonga has more than 20 years' experience and has worked at FCB Johannesburg, TBWA in Qatar and SA, Y&R, Ogilvy, BBDO and Red Bull. His local experience includes South African Tourism, Brand SA, Lucky Strike, Capitec and Coca-Cola.



● Tillmann Olsen has been promoted to regional president, Africa, for Bosch Rexroth, in addition to his current role as CEO of the Bosch Rexroth SA Group. The company said streamlining the skills of the organisation's African operations under the single leadership of the Bosch Rexroth SA Group would help the company grow.



● Global infrastructure firm Aecom has appointed Adriaan Vorster as director for architecture in Africa. He joins Aecom from SSH, where he was the health-care director for the Middle East and North Africa region, resident director of SA and partner. He is an architect with 19 years of experience, including a decade in strategy and management.



● Prof Linda du Plessis has been appointed vice-principal of North-West University (NWU). She replaces Prof Fika Janse van Rensburg, who retired at the end of 2018. She has more than 25 years' experience in higher education and joined NWU in September 2007. She was the first female vice-rector at the campus in Vanderbijlpark.



**DEPUTY DIRECTOR: NCOME MUSEUM**

**Ncome Museum: Nquthu**

**Salary: R664 426.57 per annum (all-inclusive package) (Level 11) (Ref. DD-NM)**

**Requirements:** Bachelor's degree or equivalent in Accounting, Business Administration or Public Administration - Unendorsed and valid Code B driver's license - 10 years' work experience in the field of administration and managing staff - Experience in a non-profit-making cultural organisation or related institution - Knowledge of fund accounting and general fiscal practices, including grants administration - Knowledge of legal aspects of museum operation and human resource procedures - Knowledge of office and museum equipment, data processing systems, physical plant management, security, visitor and accommodation facility services

**Recommendations:** Postgraduate qualification in Administration and Accounting would be an added advantage.

**Duties:** Reporting to the Director, the incumbent will be responsible for: - Overall management of the museum site and all operations - Performance management - Project management - Safety and risk management - Strategic planning - Financial supervision - Ensuring adherence to the PFMA and Treasury Regulations.

**Enquiries:** Dr M Ngubane, tel: (033) 394-6834/5

**Benefits:** Salary, pension, UIF, funeral cover, medical aid, housing subsidy/allowance and 13th cheque.

**All applications, quoting the relevant reference number, should be forwarded to: The Director, Mounduzi & Ncome Museum, P.O. Box 998, Pietermaritzburg 3200 or hand delivered at 351 Langalibalele Street (Long-market), Pietermaritzburg.**

Applications must include a covering letter, detailed CV, names and contact details of 3 traceable referees, and recently certified copies of ID, driver's license and all qualifications. Faxed or e-mailed applications will not be accepted.

**The Museum is an equal opportunity, affirmative employer.**

**Closing date:** 15 February 2019.

Should you not be contacted within 4 weeks after the closing date, kindly consider your application unsuccessful. The Museum reserves the right not to make appointment.

**nulatex**

**Vacancy: Production Manager**

Company based in East London is looking for an experienced individual to plan, organize and manage latex production processes at Nulatex SA Condoms.

**KEY REQUIREMENTS:** Must be able to prioritize between urgent and important tasks and be a highly efficient, organized and disciplined - High levels of confidentiality are essential and must have extensive production experience in condom or latex products manufacturing.

**CRITERIA:** A Matric Certificate and a Driver's License - A degree or Equivalent in Latex Production or Engineering is a pre-requisite - 5 to 10 years work experience in a latex GMP manufacturing environment will be advantageous.

**KNOWLEDGE AND SKILLS:** - Ensure that there are duly signed and authorised Standard Operating Procedures (SOP) for every job title. - Ensure that product quality meet the customer's requirements and is in line with SABS and other relevant Goods Manufacturing Practices (GMP) standards. - Ensure that the supply of raw materials is sufficient to meet production requirements thereby achieving smooth production process. - Motivate the teams for maximum productivity and timeliness attending to all challenges. - To co-ordinate training programme for all production employees with the view to upgrade the skill and productivity of employees - Motivate production employees for maximum productivity. - To co-ordinate timely production meeting with the production supervisors to highlight, discuss and overcome production problems.

Should you be interested and meet all criteria and requirements, please send your CV to General Manager Human Resources: maxivokes@nulatex.co.za

**Closing date: 8 February 2019**

**transport**

Department: Transport Province of KwaZulu-Natal

**CHIEF DIRECTOR: PUBLIC & FREIGHT TRANSPORT MANAGEMENT**

• **INKOSI MHLABUNZIMA MAPHUMULO HOUSE, PIETERMARITZBURG • REF. NO. P 03/2019**

**Remuneration Package: R1 189 338.00 p.a. (all inclusive, flexible remuneration package)**

**Kindly note that this is a re-advertisement. Applicants who applied previously and who still wish to be considered are at liberty to re-apply.**

**Key performance areas:** - Determine and manage the strategic direction of public transportation contracts, freight transportation and public transportation policy and planning services - Participation, interpretation and implementation of National policies and ensure the development, interpretation and implementation of Departmental policies and procedures, as well as provide input into National and Provincial policies - Ensure monitoring and compliance with relevant legislation and prescribe in respect of adequate and appropriate record keeping of the activities of the Chief Directorate, and of the resources of the Chief Directorate - Facilitate and drive empowerment projects with direct interventions, strategic policies and partnerships with the industry - Manage the resources of the company.

**Enquiries:** Ms F. Sithole, on tel: (033) 355 8888.

**Closing Date: 22 February 2019.**

**Note to applicants:** Persons who wish to make application for a post must obtain the full vacancy details which have been published on the Department's website ([www.kzntransport.gov.za](http://www.kzntransport.gov.za)). Shortlisting will be based on the full job requirements as indicated in the detailed vacancy advertisement on the website and that by making application for the position, an applicant acknowledges that he/she has read and understood the full vacancy details.

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Recognising that diversity is important in achieving excellence, Rhodes University especially encourages South African members of designated groups to apply.

**ACADEMIC POSITIONS**

**DEPARTMENT OF ANTHROPOLOGY**  
Professor/Associate Professor/  
Senior Lecturer/Lecturer

**DEPARTMENT OF MUSIC AND MUSICOLOGY**  
Senior Lecturer

**CLOSING DATE: MONDAY, 18 FEBRUARY 2019 AT 12H00.**

If you have not been contacted within a month of the closing date, please consider your application unsuccessful. For application forms and full requirements, go to:  
[www.ru.ac.za/jobs](http://www.ru.ac.za/jobs)

**health**

Department: Health PROVINCE OF KWAZULU-NATAL

Private Bag X 9051, Pietermaritzburg, 3200  
330 Langalibalele Street, Pietermaritzburg, 3201  
Tel: 033-399 22 99 Fax: 033-34269 16  
[www.kznhealth.gov.za](http://www.kznhealth.gov.za)

DIRECTORATE: Human Resource Management Services Recruitment and Selection

**(This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)**

**CHIEF CONSTRUCTION PROJECT MANAGER: GRADE A AND B**

**REFERENCE NO. G06/2019**

**AN ALL INCLUSIVE PACKAGE OF R 991 281.00 PER ANNUM**

**DIRECTORATE: PROGRAMME DELIVERY CLUSTER: INFRASTRUCTURE DEVELOPMENT: HEAD OFFICE**

**NB: THERE IS NO DIRECT APPOINTMENT TO GRADE B REQUIREMENTS FOR THE ABOVE POST:** - B Tech or Degree or Honors Degree or National Higher Diploma in Built Environment - Registered as a Professional Construction Project Manager with SACPCMP - 6 Years' experience post qualification. - Unendorsed valid Code B driver's license (Code 08). - Computer literate (Code 08).

**NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer's prior to the date of the interview.**

**ENQUIRIES: MRS. G. MASONDO 033- 8467000**

**DEPUTY DIRECTOR FINANCE: LEVEL 11**

**REFERENCE NO. G07/2019**

**AN ALL INCLUSIVE PACKAGE OF R 697 011.00 PER ANNUM**

**DIRECTORATE: PROGRAM CLUSTER: INFRASTRUCTURE DEVELOPMENT: HEAD OFFICE**

**REQUIREMENTS FOR THE ABOVE POST:** - Degree in Finance or Economics or Accounting or Commerce. - Three years' experience post qualification. - Unendorsed valid Code B driver's license (Code 08).

**ENQUIRIES: MS M DE GOEDE: 033 8467304**

**CLOSING DATE: 22 FEBRUARY 2019**

**ALL APPLICATIONS SHOULD BE FORWARDED TO:**  
The Chief Director: Human Resource Management Services KZN Department of Health Private Bag X9051 Pietermaritzburg 3200 OR Hand Delivered to: 330 Langalibalele Street Natal Building, REGISTRY, Minus 1: North Tower

**(Attention: Mr NC Mbatha)**

**CITY OF JOHANNESBURG VACANCIES 003/2019**

**3 - YEAR FIXED TERM PERFORMANCE BASED CONTRACT POSITION**

The City of Johannesburg seeks to fill an executive level position. Appointment in this position will be subject to the signing of an employment contract and performance agreement, as well as disclosure of financial interests.

**Department: Public Safety**  
**Branch: Emergency Management Services (EMS)**

**Chief: Emergency Management Services**

**Salary Range: R1 508 738 - R1 781 871 pa (all-inclusive cost to company)**

**Appointment Requirements:** - A relevant Bachelor's degree or equivalent (NQF Level 7) - Registration with a relevant professional body will be an added advantage - Eight (8) to twelve (12) years' experience, of which at least five (5) must be at Senior Management level - Ability to make high-risk decisions of a long-term and strategic nature - Comply with the MFMA unit standards as prescribed by Regulation 493 of 15 June 2007, as published in Government Gazette 29967 of 15 June 2007 - Knowledge of Labour Legislation, Council policies and procedures, Budgeting, Intermediate computer literacy, report writing, be familiar with Emergency Management Services and Safety prescripts, Municipality bylaws, Municipality Finance Management Act, Public Finance Management Act and must have undergone relevant leadership programmes - The incumbent must also have knowledge of policy analysis, monitoring, evaluation and reporting, BP and business planning - Registration with a relevant professional body will be an added advantage - Good knowledge and interpretation of policy and legislation - Good knowledge of performance management - Good governance - Good knowledge of supply chain management regulations and the Preferential Procurement Policy Framework Act 2000 (Act 5 of 2000) - No criminal record (including previous convictions relating to political activities in the previous dispensation) - Will undergo security vetting - Must obtain a security clearance (Z24) at the level of top secret within six (6) months of your appointment - Computer literate.

**Primary Function:** Ensure overall optimisation of the Emergency Services value chain, through effective strategic planning, directing and alignment of functional management frameworks and operational delivery. To lead and direct EMS so that all citizens of the City of Johannesburg have access to emergency services and lives and property are proactively saved. To take overall charge of the City of Johannesburg's Emergency Management Services and Reactive Incident Management within the risk profile of Johannesburg, in order to assure that performance is in line with the approved, acceptable service delivery standards, norms and legislative fulfillment. Ensure overall optimisation of the Emergency Services value chain, through effective strategic planning, directing and alignment of functional management frameworks and operational delivery.

**Key Performance Areas:** The incumbent is responsible and accountable for the management and oversight of the establishment, stabilisation, consolidation and sustainability of the following Key Performance Areas: Fire Brigade Services, Emergency Medical Services, Disaster Management Centre, Support and Administration, Specialised Task Force Services, Emergency Operational Call Centre and Technological Support. Oversee and conduct the strategic planning processes to promote co-operation and understanding between directorates and the need to improve services delivery in general; To ensure that proper firefighting by-laws are clearly defined and presented. Ensuring that Human Resource functions are constantly reviewed, training of staff and that all discipline matters in EMS are in place; Ensuring the efficient management of the Fleet Operations fleet by assigning fleet to specific Directorates according to district risk profile; Management of large-scale incidents by physically making appearance and taking control of the scenes.

**Leading Competencies:** Strategic direction and leadership; people management; programme and project management; financial management; change management; change leadership and governance leadership.

**Core Competencies:** Moral competence; planning and organising; analysis and innovation; knowledge and information management; communication and results and quality focus.

**Contact Person: David Motsele. Tel No: (011) 758 9287. Email: Davidmotsele@joburg.org.za. Workplace: Public Safety Headquarters, 195 Main Road, Marinda.**

This is an employment equity targeted position and preference will be given to EE targeted groups including people with disabilities.

**Closing date: 19 February 2019.**

The City of Johannesburg is an equal opportunity employer and reserves the right not to make an appointment. Appointments will be made in accordance with the CoJ's EE Policy. Application letter together with comprehensive CV must be forwarded to the contact details as mentioned above. If you have not heard from us within 6 weeks of the closing date, please consider your application unsuccessful.

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+27 21 807 4500  
[www.drakenstein.gov.za](http://www.drakenstein.gov.za)  
Civic Centre, Berg River  
Boulevard, Paarl 7646

**Personnel Vacancy**

Drakenstein Municipality, an employer that is committed to equal employment opportunities, invite people who qualify to apply for the following vacancy.

The successful applicants must be committed to the achievement of Drakenstein Municipality's vision.

**1. Manager Economic Growth (Economic Growth and Tourism) (T-15) (Ref. Nr.: PL-ED-SLO)**

Closing Date: 15 February 2019

Full particulars of the vacancy and requirements for applicants can be found on the Municipal web-site ([www.drakenstein.gov.za](http://www.drakenstein.gov.za)). All interested applicants can apply for the above vacancy, please refer to website.

[www.drakenstein.gov.za](http://www.drakenstein.gov.za) A city of excellence

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Department: National Treasury REPUBLIC OF SOUTH AFRICA

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**International and Regional Economic Policy Division**

**Chief Director: Multilateral Development Banks and Concessional Finance**

**Remuneration package: R1 189 338.00 per annum (all-inclusive) (Ref. S007/2019) • Iterate**

The incumbent will be required to: Provide support to the Minister of Finance (M&F) pertaining to responsibilities emanating from the World Bank, African Development Bank, IMF and Organisation for Economic Co-operation and Development (OECD) through their constituencies and representatives.

**Qualifications and experience requirements:** - A degree in Economics, as recognised by SAQA - A post-graduate degree in Economics will be an added advantage - A minimum of 5 years' experience at Senior Management level, obtained in economic research and economic policy development - Knowledge and experience of government-related financial development institutions - In-depth experience in policy development and analysis - Knowledge of the government broader policy framework on international or regional engagements.

**Closing date:** 22 February 2019 at 12:00

**For further information regarding the positions please visit our careers page <http://www.treasury.gov.za/careers/default.aspx> or contact Ms Caroline Mubane at (012) 315-5092.**

The National Treasury is an equal opportunity employer and encourages applications from women and the persons with disabilities in particular. Our buildings are accessible to people with disabilities.

**Applications should be accompanied by a fully completed Z83 (non-negotiable) comprehensive CV and originally certified copies of qualifications and ID. Please forward your application, quoting the relevant reference number and the name of the publication on the subject line of the e-mail, to [recruit.trep@treasury.gov.za](mailto:recruit.trep@treasury.gov.za)**

**Please note:** We only accept applications sent via e-mail to the above-mentioned e-mail address in a PDF format. The National Treasury no longer accepts hand-delivered or posted applications.

**Kindly note:** Applications that are not accompanied by a fully completed Z83 will not be considered including late applications. The Department reserves the right not to fill the posts.

**Please note:** All short-listed candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Successful candidates will be appointed on probation for the period of twelve (12) months to the prescribed rules.

All short-listed candidates will be subjected to personnel suitability checks and the successful candidates will undergo security vetting. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). If you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful.