



My Brilliant Career

A love of music events got this girl rocking 'n' rolling

Manuela Dias de Deus is the director and founding member of entertainment marketing and communications agency One-Eyed Jack

By MARGARET HARRIS

Tell me about the work you do.
We work with events promoters to market their festivals and brands, all in the entertainment marketing space.

What drew you into your industry, and what keeps you working in it?

I've always loved outdoor music events – the sun on my shoulders and happy people relaxing and enjoying great tunes.
When I finished studying public relations, I realised the corporate world wasn't for me, so I went into event marketing instead. It's the people that keep me in the game. They all feel real, solid, hardworking and good-humoured.

What would readers find surprising about your job?
Celebrities are people too!

What do you love most about your work?
Cracking a solid campaign idea. When you hit gold, everything else just seems to fall into place. Watching the excitement on your team's face when the ideas start flowing is just priceless.

What makes your job stressful?
Keeping your game-face on when it feels like you're on your 100th event that month. We create big brand launches too, so we can't afford to miss one small detail.

What qualities do you need to do the work you do?
We have a team of seven, all with completely different skill sets. None of them are precious – we all get our hands dirty when we need to, so that's a good quality to have.

What was your first paying job, and the most important lesson you learnt?
I sold hair scrunchies to my classmates when I was seven and learnt that when one person buys, lots of people do. So I made sure that I always had an audience when I opened my scrunchie shoebox at school. When I was 14 I got a weekend job at the flea market. I learnt to be more direct and tougher.

What do you find most meaningful about the work you do?
When we create events for brands, we try to get a balance of female acts, which we don't think enough events do. There is so much hot female talent, we want to help elevate it. We also put our skills to use in another more meaningful way. While our business is generally focused on entertainment mar-



One-Eyed Jack's Manuela Dias de Deus finds people working in the music events business to be real, down-to-earth folk. Picture: Karl Rogers Photography

keting, we've also recently started doing pro bono work for an NGO called Ikhalayami that upgrades informal settlements to prevent shack fires. Using our PR skills, we've helped them get six radio interviews this week and have helped them raise R500,000.

What part of your job would you like to change or not do at all?
Sometimes projects we enjoy aren't the ones that make money. It's difficult to be disciplined to change how we work on passion projects so they still make business sense.

How to ...

Beef up your company's ethics

- Many local companies have been embarrassed and their reputations are in tatters in the wake of details of state capture, first with leaked e-mails and now the Zondo commission of inquiry. Organisations cannot afford to lose face due to unethical employees. "Damaged reputations drive away stakeholders. There are multiple examples that attest to this. And those are the big players. Small businesses can be just as bad, using sophisticated means to conceal bribes to win contracts, tenders and appointments," said Jannie Rossouw, head of Sanlam Business Market. He has the following advice on how to ensure your organisation has some moral fibre:
 - Do not bully smaller suppliers when negotiating;
 - There are ways to reduce your tax bill, legitimately. Don't be tempted to find illegal ways to pay less tax;
 - Creditors must be paid on time;
 - Be fair when it comes to invoicing and billing for work done or products sold;
 - Do not use pirated software;
 - Treat your employees fairly; and
 - Remember the warning about lying down with dogs, and ending up with fleas. The same applies to doing business with dodgy people. – Margaret Harris

Trading Places

Gabi Strijp has been appointed MD for SA of customer communications company iLevelt. She has commerce and information systems degrees from the University of Cape Town and more than 10 years' experience with mobile network operators. "We are delighted to have Gabi on board," said CEO Andre Sherman. "Her extensive experience and qualifications make her a good candidate for this crucial position."



Section27 has appointed Umunyana Rugege executive director. She will succeed Mark Heywood, who steps down on December 31. Rugege is a legal practitioner and has been with Section27 since its inception in 2010. She has a BA in environmental studies, a master's in professional studies and an LLB, and has clerked at the International Criminal Court in The Hague. She played a leading role in cases such as the ex-mineworkers' silicosis class action and the Life Esidimeni matter.



Old Mutual Ltd has appointed Khaya Gobodo as MD of its wealth and investments segment. Gobodo, currently the deputy MD of the division, will succeed Dave Macready, who retires early next year. Gobodo won the 2018 Manager of the Year Award from the Black Management Forum for his contribution to transformation and managerial leadership development. Old Mutual CEO Peter Moyo said: "Khaya's credentials have enabled him to play a critical role in crafting and executing a strong asset management strategy."



The Pan African All Media Research Organisation (Pamro) has appointed Sifiso Falala president. Falala is the CEO and founder of research company Plus 94 Research. He also founded the Sifiso Falala Foundation. He has served as Pamro's vice-president for the past three years and takes over from Joe Otin. Falala said: "I think it's regrettable that our South African media research community, which gave birth to a unified African standard, is today fragmented. I hope, as Pamro president, to help build unity within this sector."



Independent Development Trust
YOUR PARTNER IN DEVELOPMENT

The IDT is a Schedule 2 Public Entity established as a development management agency. Its primary role is to influence, support and add value to the national development agenda. The IDT is mandated to measurably impact on the eradication of poverty and to improve the quality of life of poor rural and marginalised communities.

Persons with disabilities are encouraged to apply.

Chief Audit Executive (General Manager)
(3-year contract)
National Office
Closing date: 30 November 2018

For more information please visit:
www.idt.org.za
To apply for this position, please forward all CVs to:
Jobs1@idt.org.za

Note: Confirmation of appointment will be subject to the applicant undergoing verification checks and confirmation of the applicant's qualifications. It is the responsibility of applicants to have any foreign qualifications verified by the South African Qualifications Authority. The IDT will respond only to short-listed candidates, who will be interviewed on a date and at a time specified by the IDT. The IDT reserves the right not to appoint anyone to the above post, and to withdraw therefrom, to advertise them or fill them by any of transfer or deployment if this is considered in the interests of service delivery.

The IDT is an equal opportunity and affirmative action employer. Preference will be given to candidates whose appointment will enhance the gender and racial representivity of the organisation, in accordance with its approved equity plan. Candidates who have not been contacted within 30 days of the closing date may assume that their applications have been successful.

Human Communications 144303

RHODES UNIVERSITY
Where leaders learn

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

SUPPORT POSITIONS

STUDENT AFFAIRS
Manager Counselling Centre

INFORMATION AND TECHNOLOGY SERVICES

- Analyst Programmer II
- Network Engineer

CLOSING DATE: MONDAY, 03 DECEMBER 2018 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

Invitation for applications as:
Interim Non-Executive Directors
For Municipal Entities for the City of Joburg

The City of Johannesburg Metropolitan Municipality was established as a local authority in terms of Provincial Government Notice No. 6766 of 2000 (Gazette). The City has in terms of section 76 of the Local Government: Municipal Systems Act No. 32 of 2000, been providing certain services through external mechanisms. Currently the City of Johannesburg is looking to appoint Non-Executive Directors to serve on the boards of the following Municipal Entities:

- Johannesburg Property Company (JPC)
- Johannesburg Market (JM)
- Metropolitan Trading Company (MTC)

All applications received shall inter alia include background and reference checks on prospective candidates. Skills required: Interested persons must have the relevant qualifications and experience related to the sectors/entities as listed above. Persons with the following general skills are also advised to apply: IT & Telecommunications, Legal, Finance, Audit, Engineering, HR, Economics, Environmental Management, Construction Management/Roads Engineers, Quantity Surveyors, Project Management, Transport Planners.

In terms of Section 93F (1) and (2) of the Municipal Systems Act, the following persons shall not be eligible for consideration as a Director of a Municipal Entity:

- A person holding office as a Councillor of any Municipality;
- A person who is a member of the National Assembly or a Provincial Legislature;
- A person who is a permanent delegate to the National Council of Provinces;
- A person who is an official of the parent Municipality of that Municipal Entity;
- A person who was convicted of any offence and sentenced to imprisonment without the option of a fine, and a period of five years since completion of the sentence has not lapsed;
- A person who has been declared by a court to be of unsound mind; or
- A person who is an un-rehabilitated insolvent.

Applicants are required to submit an application letter, a detailed CV and a certified copy of ID on or before 28 November 2018 to: **Recruitment**, The Acting Group Head: Group Governance, Shareholder Services Unit, City of Johannesburg, 3rd Floor, Tradusa House, 118 Jortjens Street, Braamfontein or Email: khayisilemah@joburg.org.za Enquiries should be directed to Ms. **Khayisile Mahaba** at (011) 080 9271 or email khayisilemah@joburg.org.za

RICHARDS BAY INDUSTRIAL DEVELOPMENT ZONE

The Richards Bay Industrial Development Zone Company SOC Ltd (RBIDZ) is a purpose-built and secure industrial estate on the North-Eastern South African coast.

VACANCY ADVERTISEMENT

- Chief Operations Officer (Ref. No. 102)**
To apply, please follow a link <https://rbidz.jb.skillsmapafrica.com/Job/Index/25638>
- ICT Manager (Ref. No. 105)**
To apply, please follow a link <https://rbidz.jb.skillsmapafrica.com/Job/Index/26023>
- Executive Manager Zone Development and Operations (Ref. No. 106)**
To apply, please follow a link <https://rbidz.jb.skillsmapafrica.com/Job/Index/26024>

Closing date: 23 November 2018

WE ARE HIRING!

GENERAL MANAGEMENT COUPLE OR INDIVIDUALS REQUIRED FOR BUSY, AWARD-WINNING FAMILY RESORT AND SPA ON THE WILD COAST, EASTERN CAPE

UMNGAZI RIVER
Resort, Spa & Golf

SALIENT FACTS SURROUNDING THIS APPOINTMENT:

- Umngazi is a popular, fun, family resort and spa on the Wild Coast which prides itself on its wonderful location, very friendly staff and good, wholesome cuisine. Our search will leave no stone unturned in finding the most suitable candidates for this position.
- If you possess relevant experience in the hotel management environment, at General Manager level, at a similar enterprise; we welcome your application. The successful candidate/s will have worked in a similar environment and have a friendly, tolerant disposition coupled with a fastidious eye for detail and be appropriately qualified.
- Umngazi offers a lovely thatched home on the property, a wonderful working environment and lifestyle, its own weekly air service and all the normal company benefits. The successful incumbents should consider a five year commitment to this important appointment.
- Should candidate/s have children, Umngazi would consider appointing a school teacher at a reasonable cost.

PLEASE EMAIL A CONCISE CV & COVER LETTER TO:
MICHELE@UMNGAZI.CO.ZA
WWW.UMNGAZI.CO.ZA

POSTDOCTORAL RESEARCH FELLOWSHIPS CALL FOR APPLICATIONS
Closing date: 31 November 2018

The University of Zululand invites applications for Postdoctoral Research Fellowship positions at the University in any of its academic departments with suitable mentorship expertise. The fellowships are intended to enhance the intellectual environment at the University and to provide opportunities in diverse fields for recent doctoral graduates. This should help develop their research skills and prepare them for an academic career. The programme is tenable for a period of TWO years, starting from 01 March 2019 or soon thereafter. The stipend attached to the fellowship is R240 000 per annum (tax free).

The University is located north of the uThukela River in the Province of KwaZulu-Natal. The region provides diverse research opportunities and the University is in close proximity to rural people, commercial farmers, an industrial hub, a world heritage site and two countries in the SADC region. Although this invitation extends to all research fields, and an attempt will be made to ensure intellectual diversity in the appointments. The University is particularly interested in attracting persons whose research could have an impact upon the region in which it is situated.

Requirements:

- A doctoral degree obtained on or after 2014
- Applicants must be below the age of 40
- Written and oral communication and presentation skills
- Computer skills
- An interest in conducting research as evidenced by some research outputs in journals and conference proceedings.

Core functions:

- To conduct research and publish research results
- To assist with postgraduate student supervision
- To assist in promoting an intellectual environment within the University

Enquiries: Prof N Mlwa, Director, Research & Innovation Office, University of Zululand, at (035) 902 6779

All applicants are required to submit the following documents electronically to Ms BC Nzumalo at: NzumaloB@unizulu.ac.za, a completed application form, to be obtained from www.unizulu.ac.za/postgraduate-forms/ and a copy of full curriculum vitae. The appointment of Postdoctoral Research Fellows is dependent upon the availability of a suitable academic mentor. Preference will be given to young South Africans. Join us on Facebook or Follow us on Twitter

www.unizulu.ac.za

UNIVERSITY OF ZULULAND
RESTRICTED AIR RELEASE

The Roads Agency Limpopo SOC Limited was established under the Northern Province Roads Agency and Proprietary Act of 1998 (NPA Act). RAL is mandated for the planning, design, construction and maintenance of the Limpopo Provincial Network. The Head Office of RAL is in Polokwane.

The Roads Agency Limpopo invites applications from suitable, innovative and credible candidates for the filling of the following vacancy:

Chief Financial Officer
(5-year performance-based fixed-term contract)
Market-related cost to company negotiable salary

Reporting to the CEO, the incumbent will be responsible for all financial aspects of RAL's operations, supply chain management, oversight in the preparation of financial reporting, budget and forecasting and implementation of internal controls. The incumbent will sign a 5-year employment contract and performance contract with the CEO.

Requirements: Minimum requirements: Appropriate postgraduate degree in Commerce, Financial Management, qualification as a Chartered Accountant (CASA) • At least 10 years' solid working experience of which 5 years must have been at senior management level in a financial environment, in the Public Sector • Thorough knowledge and understanding of the Public Management Financial Act, Treasury Regulations, IFRS, audit standards and Preferential Procurement Policy • Knowledge of GAAP, GRAP, IFRS, Taxation, Risk Management and ICT Management • Knowledge of King III on Corporate Governance • Strategic planning skills and budget preparation and expenditure monitoring • Understanding of Government strategic objectives with respect to infrastructure • Knowledge and experience of financial accounting systems • Ability to see anomalies and interpret complex financial issues • Solid experience in MS Office suite, report writing and policy development.

Key performance areas: Key responsibilities include, but are not limited to: • Being responsible for all financial aspects of RAL's operations, including oversight in the preparation of financial reporting, budgeting and forecasting • Managing the functions of Supply Chain Management to control the procurement of goods and services • Diversifying the audit process and examining audit opinions and implementing corrective measures to address deviations and non-compliance • Managing the assets and liabilities of RAL and implementing internal controls to safeguard assets • Playing an oversight role in the selection and implementation of financial and non-financial business systems financial objectives of RAL by directing the organization's financial planning and accounting practices, as well as its relationships with Department of Roads and Transport • Formulating and recommending financial policies and programmes and participating in the implementation and maintenance of infrastructure, policies and procedures relating to financial legislation and standards • Implementing procedures and systems relating to financing, procurement, public reporting and audit and taxation, management accounts and insurance cover • Monitoring actual performance against budget and reports on variances of actual against budgets forecasts • Monitoring financial procedures and practices to ensure standardisation and consistency in application and evaluate financial risk • Compiling business plans for the finance department and assisting in the preparation of divisional annual budgets and reports • Ensuring that the project finance and corporate finance is managed and coordinated within financial and legislative parameters.

Procedure of applications: A detailed CV accompanied by a covering letter, recent original certified copies (not more than 3 months old) of educational qualifications, professional membership and ID and must be forwarded by post to: The Human Resource Manager, Roads Agency Limpopo, Private Bag 49534, Polokwane 0959 or hand deliver during office hours 08h00-16h30, Office No 2-25 (Regional), Roads Agency Limpopo, 25 Faber Street.

TAKE NOTE OF THE FOLLOWING: Shortlisted candidates will be subjected to verification of qualifications and employment and security clearance • Applicants with foreign qualifications remain responsible for ensuring that their qualifications are evaluated by the South African Qualification Authority (SAQA) and therefore must attach certified copies of certificate evaluations by SAQA • Applicants are informed that applications, qualifications and CV will not be returned • Applicants must also note that if no notification of appointment is received within 60 days of the closing date, they must accept that their applications have been unsuccessful and are hereby thanked for applying • Correspondence will be limited to shortlisted candidates only • No faxed or emailed applications will be accepted. The Agency reserves the right to withdraw and/or not fill a post • Due to the large number of applications we envisage receiving, applications will not be acknowledged. You may however contact the Agency to check your application.

Enquiries should be directed: **Scott Pudikabekwa / Doris Moloto 015-284 4605/4613.**
Closing date 30 November 2018.

VACANCIES

The University of the Free State is a richly diverse, multilingual institution committed to the highest academic standards and human reconciliation. We place high value on research that improves the human condition and on teaching that prepares the next generation of world leaders. The UFS seeks to recruit the best students for higher learning as well as outstanding scholars conducting cutting-edge research in their fields.

FACULTY NATURAL AND AGRICULTURAL SCIENCES

OFFICE OF THE DEAN
OFFICE MANAGER
(Post level 10/11)
(Job ID: 2596)

CLOSING DATE: 30 NOVEMBER 2018

DEPARTMENT GEOLOGY
RE-ADVERTISEMENT: SENIOR LECTURER/ASSOCIATE PROFESSOR/PROFESSOR AND ACADEMIC HEAD OF DEPARTMENT
(Job ID: 2469)

CLOSING DATE: 23 NOVEMBER 2018

The University reserves the right not to fill the post. The University subscribes to and applies the principles prescribed by the Employment Equity Act. Preference will be given to candidates from the designated groups, in accordance with the principles of the aforementioned Act and the employee profile of the specific department or division.

For more information on the vacancy, please visit our website at www.ufs.ac.za/vacancies
T: 051 401 9111 | <https://www.ufs.ac.za/vacancies>
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