

Dirontsho Mohale

Director Standing for Reelection

Annexure D8

Name

Dirontsho

Role

Senior Compliance Manager

Qualifications

LLB degree; Postgraduate Diplomas in Compliance Management and Senior Management Development Programme



Dirontsho holds an LLB degree, postgraduate diplomas in Compliance Management and Senior Management Development Programme. She is an Admitted Advocate of the High Court of South Africa, a member, CPrac (SA), of the Compliance Institute of Southern Africa and an International Certified Compliance Practitioner of the International Federation of Compliance Associations, as well as an approved FSCA FAIS Compliance Officer.

Dirontsho has worked in senior management positions within the financial services sector, locally and internationally, and has almost 18 years' experience as a Compliance Officer and in risk, governance and legal. She has occupied compliance roles in some of South Africa's major banks and leading insurance companies. Her most recent roles include Senior Compliance Manager for Data Privacy and Corporate Governance at Discovery Group.

Dirontsho filled the role of Executive: POPIA at the Information Regulator.

Advocate Dirontsho Mohale

Subject Matter Expert

- Compliance
- Corporate Governance
- Insurance
- Market Conduct
- Financial Crime Compliance (AML)
- Anti-bribery and corruption
- Data Privacy
- Investments
- Medical insurance

Industry

- Financial Services (Insurance and banking)
- Medical Schemes
- Product Suppliers
- Financial Services Providers

Experience

October 2021
Executive: POPIA
POPIA

Information Regulator (SA), Jhb

- Strategic direction within the POPIA Division
- Implementation of POPIA
- Stakeholder Engagements
- Processes and procedures
 - Applications
 - Data breaches
 - Complaints and Investigations
 - Monitoring and Enforcement
- Team Management
- Reporting
 - Internally
 - Parliament

January 2020 to September 2021
Senior Compliance Manager (Divisional Manager)
Group Compliance Corporate Governance and Data Privacy

Discovery Group, Jhb

- Data Privacy
 - Implementation of POPIA for South African companies
 - Globalisation of Privacy Compliance Programme
- Team Management
- Reporting and presentations
- Governance
 - Compliance Frameworks
 - Policy Management
 - Submissions of directors, key persons and significant owners to relevant authority
- Advisory
- Training

February 2019 to January 2020
Financial Crime Compliance Officer
Group Financial Crime Compliance – Africa Regions

Standard Bank Group, Jhb

- 12-month secondment
 - Track Group policy adoption in all subsidiaries in rest of Africa
 - Automation of the policy adoption workflow

Experience contd

- Establish the Africa Regions Financial Crime Compliance Steering Committee
- Closure of findings by Group Compliance Monitoring and Group Internal Audit
- Monthly reports to various group forums and committees
- Governance

September 2016 to January 2020 **Regulatory Risk Manager** **Group AML Risk Strategy and Integration**

Standard Bank Group, Jhb

- ❑ Anti-bribery and Corruption Programme Implementation
 - Group Subject Matter Expert (Provision of specialist ABC advice to projects and stakeholders at Group level)
 - Drafting, approval and adoption of Group-wide ABC Framework
 - SB Group Policy drafted, approval obtained and adopted
 - Management of Group-wide risk assessments
 - Drafting of Group standards and approval of business unit standards
 - Established Committee for the reporting of incidents (group-wide)
 - Collaborative compilation and design of training
 - Design, implement and manage a risk management and reporting framework
 - Provide advice on related processes/procedures
 - Production of a Group ABC report to guide the Executives in performance of their oversight duties
- ❑ Drive and co-ordinate Group input into regulatory/international surveys
- ❑ AML/CFT Regulatory risk and reporting
- ❑ Remediation of SARB Self-Assessment Questionnaire Reviews
- ❑ The administration of the Business Risk Assessment tool, collaborating with the team to ensure that AML/CFT Business Risk Assessment report is produced within the timelines stipulated within the BRA Methodology.
- ❑ Reporting to various Committees (Social and Ethics, G AML Steerco, Compliance, etc)
- ❑ Training, presentations etc
- ❑ Anti-tax Evasion Compliance Programme Implementation
 - Drafting of Group Policy and take it through governance process for approval
 - Group-wide applicability and gap analysis
 - Facilitation of risk assessments
 - Training, socialisation and presentations

March 2015 to February 2016 **Head of Compliance**

FNB Life/FirstRand Life, Jhb

- ❑ As Head of Compliance, manage the compliance functions of FirstRand Life, (registered insurer) as well as FNB Life, (authorised financial services provider)
- ❑ Reporting (ExCo, Divisional Compliance, Segment Compliance, Group Compliance, Board sub-committees and Regulators)
- ❑ Attend meetings at FirstRand Group Level, Board and Board sub-committees for Regulatory Risk Management and Financial Crime Compliance (AML, Sanctions) Ethics
- ❑ Governance
- ❑ Assist the Executive Head of Governance, Legal, Risk and Compliance (Public Officer) in managing the larger team
- ❑ Stand in for the Head of Governance, Legal, Risk and Compliance in all aspects
- ❑ SME on insurance legislation
- ❑ Influence compliance standards throughout the FirstRand Group
- ❑ Identification, assessment and management of risks
- ❑ Provide compliance views and inputs on all matters including projects, design and implementation of processes and procedures
- ❑ Project management (requirements on operational system building, testing and implementation)
- ❑ Implement compliance program,
- ❑ Compliance monitoring

Experience contd

- ❑ Ensuring training of all compliance requirements (face to face, Online, reporting)
- ❑ Cultivate and manage objective working relationships with a variety of stakeholders, including end-users, SMEs, project managers, Group Internal Audit, insurers and distribution channels and senior staff members as well as Divisional and Group Compliance.
- ❑ Maintenance of expert knowledge on relevant legislative amendments, industry best practices
- ❑ Liaise with third-party providers in terms of binder and/or outsourcing agreements
- ❑ Attendance of forums/committees (internally, segment, division, group, and industry)
- ❑ Oversee compliance of distribution channels
- ❑ Team management (junior and senior level team members)
- ❑ Plan and manage performance, skills development, employment equity, talent and culture of team to improve innovation, achieve efficiencies and increase competencies

December 2013 to March 2015
Head: Advisory Risk and Conformance
Absa Insurance and Financial Services

Absa, Jhb

- ❑ Head of Business Unit Compliance reporting to COO
- ❑ Manage the risk and compliance function
- ❑ Reporting to Executive Committee as well as Board of AIFA
- ❑ Provide compliance views on all matters relating to the business unit
- ❑ Provide Compliance requirements and input in projects, client communication, POPI, FAIS, AML Remediation, Anti bribery and corruption (local and international) including third-party relationships as well as, process revitalisation
- ❑ Scan and provide impact analysis of changes and new requirements in regulatory environment.
- ❑ Ensure procedures are in place to meet all identified and applicable regulatory requirements.
- ❑ Develop business unit operating manuals and alignment to Group Policies
- ❑ Identify and assess the compliance risks applicable to the business Liaise with all stakeholders within the business unit, other business units/divisions (Absa Life, Investments, short-term insurance, Fiduciary, retail banking etc.) as well as from Group to ensure satisfactory level of compliance with regulations is maintained
- ❑ Assist the Chief Operating Officer in ensuring that all audit findings are resolved satisfactorily
- ❑ Contact person for all communication into and out of business unit for internal/external audit, Group services
- ❑ Controls Risk Self-Assessment
- ❑ Risk Registers
- ❑ Team management

September 2012 to 30 November 2013
Head of Country Compliance
Country Compliance Manager

Willis South Africa, Sandton

- ❑ Head of the compliance function of Willis throughout South Africa and oversight of Africa Region, Reporting (to Group Compliance, UK and Regional Compliance Officer, Dubai)
- ❑ Member of the Management Committee
- ❑ Management of Executive Committee
- ❑ Permanent invitee at Board Meetings
- ❑ Act as in-country legal, Risk
- ❑ Anti-bribery and corruption (including AML and CFT for short-term insurance broker)
- ❑ Develop and maintain an analysis of all applicable laws and regulations
- ❑ Develop a local compliance manual
- ❑ Identify and assess the compliance risks applicable to the business
- ❑ Training and awareness creation
- ❑ Maintain records of all compliance. legal related matters

Experience contd

- ❑ Provide guidance and advice, and where approve any changes to operating procedure and input into the development of new procedures resulting from new product developments and initiatives
- ❑ Monitoring (Including country-wide Controls Risk Self-Assessment)
- ❑ Ensure that advertising and research material is reviewed from a regulatory compliance and reputational risk viewpoint with issues discussed with Group Compliance as required.

September 2006 to September 2012 Compliance Specialist (Management) Group Compliance

Professional Provident Society, Parktown

- ❑ Overall system implementation and rolling out of CURA (system) within the Group
- ❑ Overall monitoring within the PPS Group
- ❑ Risk Management
- ❑ Regulatory interactions and reporting
- ❑ Advise on changes to regulation applicable to company
- ❑ Ensure resolution of complaints and maintenance of complaints register
- ❑ Design, implementation, assessment and updating of compliance procedures within the company
- ❑ Training and induction of new employees
- ❑ Liaise with other life assurers Design, set up and updating of compliance procedures within the company
- ❑ Manage PAIA requests (access to information)
- ❑ Assist Company Secretariat

Further Experience

Nov 2004 to Sept 2006 Compliance Specialist Sales

Professional Provident Society, Parktown

June 1999 to November 2004 Senior Service Consultant Policyholder Relations

Liberty Life, Braamfontein

Education

- ❑ **LLB -**
- ❑ **Postgraduate Diploma in Compliance Management, UJ**

UNISA, Pretoria
Jhb

Courses attended

- ❑ Regents Business School Sen Manager Development Programme **2021 - 2022**
- ❑ SBG Senior Management Programme **July 2019**
- ❑ Dale Carnegie **August 2018**
- ❑ SBG Women in Leadership Programme **Sept 2017**
- ❑ SBG Leadership Essentials **June 2017** (Standard Bank In-house Management Programme)
- ❑ Logic Filter with Louis Fourie **Aug 2014 -April 2015** (Absa MDP/coaching Programme)
- ❑ Various Compliance Workshops, forums and conferences offered by Compliance Institute of SA (monitoring, GACP, compliance methodology)
- ❑ Project Management Workshop presented by Israeli Consultant, He'atid
- ❑ Leadership and Community Development training in Israel **March 2001**
- ❑ Part of team to develop Diversity Management Programme to be rolled out to all staff at Liberty Life, **May 2001**

Associations

- ❑ **Non-executive Director** Compliance Institute of Southern Africa
- ❑ **Admitted Advocate** of the High Court of South Africa
- ❑ FSB Approved Compliance Officer – **Practice number 6013**
- ❑ Compliance Institute of Southern Africa – **Compliance Practitioner (CPrac)**
- ❑ Member of Association of Certified Compliance Practitioners in Africa, **ACCPA**