

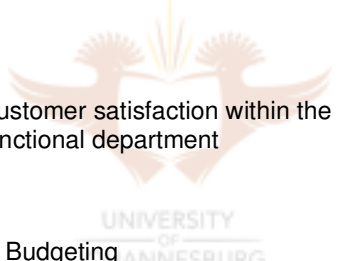
## Appendix 34 - LFQ Section C Responses

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
	51	52	53	54
1	Corporate Social Investment Manager	Manufacturing	5 years	<ol style="list-style-type: none"> <li>1. Lobbying government</li> <li>2. Relationships and networking</li> <li>3. Ensure positive image of SAB through social investment programmes</li> <li>4. Corporate citizenship</li> </ol>
2	Engineering - Department Head	Feed Manufacturing	15 years	<ol style="list-style-type: none"> <li>1. Maintenance</li> <li>2. Projects</li> </ol>
3	Area Manager	Furniture retail	6 years	<ol style="list-style-type: none"> <li>1. Maximise profits and minimise losses</li> <li>2. Increase company sales</li> <li>3. Maintain a clean debtors ledger</li> <li>4. Marketing and merchandising</li> <li>5. Human relations</li> </ol>
4	Regional Manager	Sales & Marketing (Explosives)	11 years	<ol style="list-style-type: none"> <li>1. Sales performance</li> <li>2. Customer satisfaction</li> <li>3. Quality</li> <li>4. Legal</li> <li>5. Safety &amp; health</li> <li>6. Employee development</li> </ol>
5	Area Manager	Furniture retail	8 years	<ol style="list-style-type: none"> <li>1. Maximising profits and minimising losses</li> <li>2. Achieving set objectives given to me by the company</li> <li>3. Developing succession planning in my area &amp; company</li> <li>4. Looking after company's assets</li> <li>5. Making sure that company policy is being implemented</li> </ol>
6	Manager, Projects	Steel industry	8 years	<ol style="list-style-type: none"> <li>1. Project Management</li> <li>2. Supervision of Project Managers</li> </ol>

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
	51	52	53	54
7	Operations Manager	Steel industry	7 years	<ol style="list-style-type: none"> <li>1. Production Manager: day-to-day factory management</li> <li>2. Process and cost improvements</li> <li>3. Safety, quality and environ systems</li> <li>4. People management and development</li> </ol>
8	Project Manager	Software/IT	2 months	Managing a software product through its full development lifecycle, 15 developers reporting to me, responsible for quality of product, customer satisfaction (meeting with customers and getting their requirements), time and budget management of development
9	Development Specialist	Steel industry	2 years	<ol style="list-style-type: none"> <li>1. Development</li> <li>2. Production</li> </ol>
10	Senior Engineer	Steel industry	2 years	<ol style="list-style-type: none"> <li>1. Process management (mostly things, not people)</li> <li>2. Project management</li> <li>3. Investigations into incidents</li> <li>4. Long-term planning for the plant (risks etc)</li> </ol>
11	HR Manager	Manufacturing	6 years	<ol style="list-style-type: none"> <li>1. Recruitment &amp; selection</li> <li>2. Reporting</li> <li>3. Industrial relations</li> <li>4. Coaching</li> </ol>
12	Senior Real Estate Manager - Franchise	Property servicing a major retailer	3 years	<ol style="list-style-type: none"> <li>1. Identify new business opportunities</li> <li>2. Negotiate rental deals for new premises</li> <li>3. Evaluate the potential business opportunities in new territories</li> <li>4. Manage the implementation process of franchise stores</li> </ol>



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	51	52	53	54
13	Manager Secondary Metallurgy (Production)	Steel industry	5 years	Managing a production unit 1. Focus on plant performance and downtime 2. Discipline 3. Setting standards and procedures 4. Improvements in process and cost 5. Legal requirements - safety, quality, environmental
14	Area Manager	Furniture retail	8 years	1. Staffing of my 6 shops - appointing and dismissing 2. Budgeting 3. Sales 4. Stock 5. Transport 6. To some extent, real estate
15	Marketing Manager	Engineering Contractors	4 years	1. Client liaison for enquiries & tenders 2. New business development 3. Engineering support (where/if required)
16	International Franchise Manager / Regional Manager	Retail	7 years	1. Manage the relationship between Woolworths and the franchisee 2. Maximise profits for both parties 3. Brand ambassador
17				
18	Field Service Co-ordinator	Manufacturing	6 years, 6 months	Assist our technical manager with a growing organisation handling personnel/customers in Nigeria on 50% basis

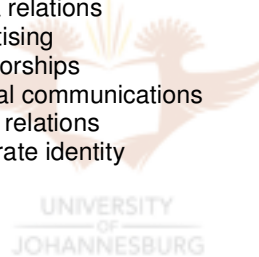
#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
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19	Technical Key Account Manager	Manufacturing	22 years	Customer satisfaction - technical platform (selected customers)
20	Technical Key Account Manager	Manufacturing	7 years	<ol style="list-style-type: none"> <li>1. Ensure optimum machine efficiencies and reduction of waste on customer (Clover SA) Tetra Pak filling equipment</li> <li>2. Co-ordinate all technical customer training (operator and technician)</li> <li>3. Do project management for Tetra Pak projects of customers I am responsible for</li> <li>4. Technical support for customers</li> </ol>
21	Technical Key Account Manager	Manufacturing	25 years	Customer satisfaction within the Key Account Management structure with support from functional department
22	Manager - Management Accountant	SA Port Operations	1 year, 2 months	 <ol style="list-style-type: none"> <li>1. Budgeting</li> <li>2. Capex</li> <li>3. Minor works</li> <li>4. Reporting</li> <li>5. Month end packs</li> <li>6. Assets verification and safe guarding</li> <li>7. Cost control</li> <li>8. Cheques and EFT's</li> <li>9. Miscellaneous</li> </ol>

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23	Divisional HR Generalist	Retail	2 years, 2 months	<ol style="list-style-type: none"> <li>1. Effective people management processes are in place in the Western Cape</li> <li>2. Attracting and retaining people</li> <li>3. Change management (eg effective implementation of new initiatives)</li> <li>4. Managing the HR team</li> <li>5. Strategic partnership with line</li> </ol>
24	Lecturer	Tertiary education	5 years	<ol style="list-style-type: none"> <li>1. Lecturing</li> <li>2. Course development</li> </ol>
25	Quality Assurance & Systems Manager	SA Port Operations	11 years	<ol style="list-style-type: none"> <li>1. Management of Strategic Systems</li> <li>2. Continuous improvement of processes and systems</li> <li>3. International conformity and benchmarks to best operating practices</li> </ol>
26	CEO	Investments, mergers, acquisitions and JV	8 years	<ol style="list-style-type: none"> <li>1. Leading the organisation</li> <li>2. Implementing creative and innovative ideas</li> <li>3. Identifying value added projects for the organisation</li> </ol>
27	Process Engineer	Steel industry	2 years	<ol style="list-style-type: none"> <li>1. Attend to troubleshooting</li> <li>2. Train personnel</li> <li>3. Do projects</li> <li>4. Act as manager at times</li> </ol>
#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?

	51	52	53	54
28	Business Systems Manager	Telecommunications	7 years	1. IT architecture 2. Strategic planning for IT 3. Project Management 4. Work prioritisation 5. Mentoring/coaching
29	Water Programme Thrust/Technology Manager	R&D	2.5 years	Strategy development in water programme Managing parliamentary grant funding Reviewing R&D proposals for parliamentary grant funding
30	Accounts Manager	IT	7 years	Responsible for the billing and collection process
31	General Manager	Publishing	4 years	To run the Cape Town operation and manage the staff Duties and tasks of GM - budgets, planning etc
32	Director	Public Service	9 years	Strategic planning and monitoring Co-ordination of ... funden interventions in ...
33	Brand Manager	Retail	2.5 years	Seek and identify opportunities within the market relating to increased market share Brand custodian - ensuring consistent messages/ communications reflecting quality, innovation and value
34	Business Support Manager	Retail	8 years	Training, education and support to the business
35	Merchandise Manager	Retail	5.5 years	Sustaining and maximising sales and profits and reducing (managing) costs for my subgroup Ensuring right level (taste level and quantity and end use) of product in stores Growing and nurturing staff
36	General Manager	Manufacturing	25 years	Responsible for sheet metal process, engine manufacture etc

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37	Supplies Project Manager	Oil	19 years	Managing projects and external stakeholders - particularly government with regard to legislation affecting the industry
38	Advocate	KZN	10 years	Manager and Legal Advisor
39	Regional Sales Manager (Northern)	Petroleum Retailing	8 years	<p>Delivering performance to targets, by effectively managing a team of 8 ... reports, of a group/region of 145 franchisees (service station operators) which interfaces directly with end customers</p> <p>I need to build effective working relationships within organisation to support the delivery of the result</p> <p>I need to focus on improving competence of the field staff and retailers in order to better meet customer's expectations</p>
40	Actuarial Analyst	Banking (retail)	4 years	<p>Construction and management of retail credit rating systems</p> <p>Construction of financial models for capital planning, provisioning and business case evaluation</p>
41	CEO	Security	3 years	<p>Provide strategic leadership in:</p> <ul style="list-style-type: none"> <li>- financial management</li> <li>- human resource management</li> <li>- operating</li> <li>- marketing</li> </ul> <p>Ensure attainment of objectives, goals and aspirations</p> <p>Report to the Board of Directors</p>

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
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42	Senior Specialist: Marketing and Media Relations	Development Finance	20 months	Developing Marketing Strategies for the various stakeholders who make up the Bank's clients, according to the overarching corporate BSC. Media Relations involve Media Planning and the respective creative output
43	Business Unit Manager	Department of Labour	16	Management of ... .. in the Province of Mpumalanga
44	Corporate Communications Manager	Energy	3 years	Brand management across disciplines - media relations - advertising - sponsorships - internal communications - public relations - corporate identity
45				
46	Manufacturing Manager	Petroleum	20 years	Ensure production efficiency and product availability from ... plants Ensure cost are in line with the group Customer satisfaction
47	Communications Manager	Petroleum	2 years	Initiating, developing and implementing Shell's internal and external corporate communication strategy in Southern African and the rest of the continent (37 countries in total) Providing strategic counsel to all business units on possible reputation threats Providing coaching and mentoring and day-to-day management of staffing issues in the External Affairs Dept





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48	Industrial Lubricants Sales Manager (National)	Chemicals & Lubricants	11 years	Manage a team of field and office based sales staff Set budgets and team capex Review and adjust targets (team and individuals) Set pricing on a monthly basis Grow market share
49	External Affairs Advisor	Petroleum	15 years	Managing of corporate social investments Handling of media (stakeholder management)
50	Senior Manager - Quality Assurance	Automotive	24 years	Responsible for all QA aspects in the operational rule of: - press shop - body shop - paint plant - motrology - Export ... (components)
51	Business Manager - Publishing	Media	2 years	To be the CEO's assistant ('eyes and ears') in all departments and divisions he deploys me to
52	Business Analyst	Financial Services	3.5 months	Identification of macro economic opportunities for the First Rand Group Analysis of data related to the macro and micro economic opportunities for the group Present the findings to Exec Management and Business Unit Managers Enhance collaboration within the First Rand Group
53	Market Sector Manager	Chemicals	10 years	Managing a product range in pesticides in sub-sahara Africa

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54	Personal Assistant to the Mayor	Municipality	5 months	Writing of speeches Rendering of the logistical support Provision of legal advice Managing the Executive Mayor's office Interpretation of legislation and policies
55	Business Manager	Pesticides	2 years	Sales within Southern Africa (P&L)
56	Business Unit Manager	Chemical	5 years	Manage the consumer business unit Responsible for P&L, Marketing, Sales and Development of products
57	National Marketing Manager	Financial (banking)	10 months	Branding strategy/building the brand name Corporate marketing (promo/event management) Advertising strategy and implementation Marketing - analysis/strategy/implementation
58	Manager: HR	Asset based finance	7 months	People development Ensuring that HR practices are aligned to bank's strategy
59	Marketing & Information Manager	Publishing	13 years	Analysing market share Relationship with customers Stock levels/reprints Advertising/promotions/corporate image
60	Regional Manager	Development Finance	12 years	Position the bank in the sub Sahara Africa market Support implementation of Nepad programme/projects Develop new business in this market Develop new funding, strategic partners and networks

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61	Brand/Marketing Manager	FMCG	7 years	Everything from day-to-day management of the brand to developing strategies and budgets Conceptualising and implementing various promotions and plans
62	Regional Marketing Specialist (Sub Saharan Africa)	Oil & Gas (IT)	4 years	Developing and executing on field marketing activities - customer events, conferences, communications etc Prioritising strategic direction for regional business growth and profitability
63	Marketing Manager	Newspapers	9.5 years	Consumer and trade marketing of our publications Promotions and events management Research
64	National Sales Manager	Risk/cellular airtime (prepaid products)	5 years	Develop and train sales teams for both products Develop and maintain sales structures and procedures Increase market share via sales Increase revenue per merchant by managing a customer relationship programme with sales staff and sales support Merchant retention Analyse and improve where necessary
65	Deputy Director Help Desk	Government	12 years	Manage the Help Desk Centre Staff HR matters (leave etc), assessments, merits Finance - work out budget for my section Procurement for my section Staff training Provide a service to our IT users
66	General Manager: Sales & Marketing SA	Building Industry (Swartland)	1 year	Best practise Optimise operation within Sales & Marketing Communicate and drive company strategy Reflect and develop new strategies

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67	Business Analyst	Financial Services	2 years	Business development Product Development Research
68	Changing from Manufacturing & Technical Director to Business Director	Manufacturing - Synthetic Fibres & Polymers	5 years	Leading manufacturing and technical teams - people development World class manufacturing drive - continuous improvement Developing strategy for organisation as part of executive team
69	Managing Director	Manufacturing - concrete masonry	12 years	Overall management of company Instilling world class performance Increasing size of company in terms of turn over and market share Being intimately involved with all aspects of company
70	Sales Director	Construction - supplier to the industry	5 years	Sales Marketing Logistics
71	Executive Manager: Corporate Secretariat	Government	2 years	Develop, implement and sustain corporate secretariat system to enable effective ... management as well as enable easy track and trace of decisions



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72	Deputy Director: Communication & Marketing Services Division	Higher Education	6 years	Head of Marketing and Alumni Relations As Deputy Director I am also responsible for HR & Financial Administration of the division as a whole, but as the 2IC I am involved in nearly every aspect of the Division management As a black staff member in an institution such as UPE I serve on a number of structures as well (representation)
73	Chemical Sales Manager	Petrochemicals	7 years	Sales and marketing, which also includes product management
74	Mining Manager	Mining	17 years	Organising Leading Controlling Coaching
75	Mining Manager	Gold mining	4 years	To optimise the mine's production profile, to deliver safe efficient production
76	Mine Manager	Mining	6 years	Leading management team Improve operating efficiencies Servicing employees Changing culture Improving bottom line
77	Mine Manager	Mining	7 years	Operations (production) Health & Safety
78	Regional ER Manager	Mining	5 years	Build and nurture the relationship between the employer and the employees Resolve disputes Represent the company at CCMA/Labour Court
79	Engineer	Mining	10 years	Maintenance of high impact machinery - winders, compressors, main focus and emergency power plant

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80	Custodian of the ore reserves	Mining	8 years	Strategic: - new ways to generate target areas for development - realise growth opportunities - identify growth opportunities Operational - optimise on reserve management in the group
81	HR Manager	Gold Mining	18 years	Change management and Project management
82	Logistics Manager	Mining	8 years	Managing the supply chain Organising activities Determining future strategy Changing ineffective ways Dealing with customers
83	Executive, Employee Relations	Gold mining	2 years	Management of ER function ER strategy at Group level Synergies/policies on conditions of employment Client negotiator with labour unions Member of EXCO
84	Management Accountant	Gold mining	25 years	Project management Operational analyses, benchmarking, feasibility studies on shafts
85	Mine Manager	Mining	29 years	Mostly keeping the team together and guide the crews
86	HR Manager - Change management	Mining	7 years	Provide a line between company and project management re culture of organisation, etc (re advice, change management approach) Provide change management link between CEO/projects and line management Internal research re performance technology advice/design of performance measures
87	Mining Manager	Gold mining	4 years	Operations Manager Coaching Developing workforce

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
	51	52	53	54
88	Group Mining Engineer	Mining	1 year	Rock Engineering & Seismology Projects Innovation Risk profiles (safety, business, company)
89	Engineer	Engineering	23 years	Service to the shaft teams by looking after major equipment on different shafts with a smaller team of people
90	Training Co-ordinator	Mining	15 years	Service delivery Cost Operational maintenance Looking for new ideas, test and evaluate
91	IT and Change Management Exec	Gold mining	2 years	Manage IT Develop a change model and office for Harmony Project manage Change initiatives
92	HR Manager - Hostels	Mining	8 years	Standards setting, controlling of costs and maintaining standards in single sex accommodation units in the organisation
93	Group Employee Accreditation Manager	Mining	6 years	Strategy development - HR Services Project planning and management Implementation Organising Operational plans execution
94	HR Manager	Gold mining	14 years	Employee Administration
95	Metallurgical Manager	Gold mining	7 years	Manage a gold processing plant Functional responsibility for 5 gold processing plants across a region Metallurgical consulting across the Harmony Group Due diligences studies (metallurgy) when required
96	Metallurgical Manager	Mining	29 years	Efficient extraction of gold at the lowest cost

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	51	52	53	54
97	Mining Manager	Mining	2 months	Mechanised production
98	Training & Development Executive	Mining	8 years	Strategic direction and alignment of training and people development initiatives to that of the organisational strategy and cultural requirements
99	Ore Reserve Manager	Gold mining	7 years	Provide a mineable reserve for the mining department to exploit Create a shareholder value by optimising exploitation of the ore body Provide a service to the mining department
100	Ore Reserve Manager	Mining	1 year	To ensure the maximum extraction of the ore reserves at a profit
101	Training & Development Manager	Mining	25 years	Training and development of staff Human Resources
102	HR Manager	Gold mining	2 years	Managing HR department of 20 employees Attending to operational employer, relations, administration, training & development, EE requirements, union negotiations (Business unit consists of 5100 employees) Implementing company policies and procedures (disciplinary hearings etc)
103	Engineer	Gold Mining	4.5 years	Maintenance of machinery Projects Safety Training of personnel Management of people
104	Financial Manager	Mining	2 years	Financial planning, long and short term Cost control Financial reporting
105	Mining Manager	Gold Mining	15 years	Optimise the resources for achieving the production and productivity goals of my organisation



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	51	52	53	54
106	Mining Manager	Mining	10 years	Production Safety & health
107	Mining Manager	Mining	10 months	Drilling and blasting Moving the rock from the working face to the plant Working the right places Planning, leading, controlling, outsourcing Coaching of sub-ordinates
108	ER	Mining	9 months	Make relationships work between stakeholders
109	ER Manager	Gold mining	16 years	Negotiations Maintaining industrial peace Advicing Mediating Communicating
110	Strategic Procurement Manager	Mining	22 months	Commodity (product & services) management Development of supply chain policies and procedures BEE and business development Supplier management Overseeing procurement
111	Metallurgical Manager	Mining & Metallurgy	20 years	Managing a plant to achieve and exceed target Production technical and engineering Leading people and improving commitment of people Getting people to strive for success on their own Running the plant as a business with the people People enjoy success
112	Production Manager: Oribi/Oryx Project	Petroleum	17 years	Day-to-day operations management of offshore production facility producing 10500bbbls of crude oil per day
113	General Manager (Kwekwe division)	Ferrochrome smelting	15 years	To run the Zimasco smelter which produces 220 000MT of ferrochrome: this includes all functions

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114	General Manager	Mining	4 years	Mining of chromite
115	Retail Network Planner	Oil Industry	12 years	Plan where to invest Compile budget Control budget and business proposals Conduct post investment reviews
116	Operations Manager - Retail	Oil Industry	10 years	Ensure that marketing initiatives in the Passenger for fleets/commercial roads transport sectors are implemented and operationally sound
117	Project Office Manager	Oil Industry	15 years	Managing the planning, budgeting, execution of IT projects Ensuring that Project Managers are properly trained and adhere to company methodologies, standards
118	Acting Head HR	Nature Conservation	2 years	HR Development Labour relations HR Administrations Employee assistance and Health & Safety Employment equity
119	Oil products director	Petroleum	3.5 years	Custodian of business principles, HSSE Business performance Strategic direction Stakeholder management
120	Operations Manager	Oil & Gas Exploration and Production	22 years	Manage all South Africa's offshore oil and gas production
121	Pricing & Taxation Advisor	Petroleum	8 months	Deal with pricing and taxation of controlled/regulated petroleum products in South Africa, Lesotho and Swaziland Do some media work-interviews, comments etc

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122	Marketing Executive	Retail (music)	1.5 years	Developing 2 brands Driving sales Growing market share Strategic development Internal marketing & communications Marketing plans
123	General Manager	Wholesale - retail	13 years	Buying & marketing
124	Application hosting Manager	Oil marketing	15 years	IT infrastructure management
125	Technical Specialist	IT	4 years	Technical skills to clients The running and budgeting for our facility in CT Management of 3 staff Approving of finance
126	Head of HR	Manufacturing	6 years	Recruitment Payroll Training IR EH&S General admin
127	Director: PGM Sales & Control	Manufacturing	18 years	Manufacture of Platinum Group metal salts at a minimum cost and losses at maximum yields. Controlling and understandign the location of these salts in all their forms ie. Raw sponge - salts - finished autocatalysts including scrap and rework Maintaining stocks at minimum levels but capable of meeting demand throughout the processes
128	Group Executive Director	Defence industry	7 years	Responsible for 5 companies (divisions) in the aerospace of Denel

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129	General Manager	Construction	5 years	Maintain profitability Grow the company
130	Managing Director	Motor	2 years	Currently I am responsible to set up a network on behalf of stakeholders. Up to now I had the total role and scope of responsibilities. As we have 6 outlets open now I am separating the financial controls over to a bookkeeper and operational function over to an operational manager. As we expand further I would hand down more tasks.
131	Senior specialist	Cellular	5 years	Cost management Procurement Facilitate management
132	CEO	Tyre industry	2 years	Business development Supervise managers Give corporate direction
133	Managing Director (act)	Defence industry	4 years	I was appointed in my new role as MD for the Denel subsidiary in Sept 2003, to address serious issues of corruption, transform the company and put in place a turnaround strategy for the survival of a company that was on the verge of closure, amongst other issues. It gives me much pleasure to share with you the brief information that we have successfully restructured the company and have posted a profit
134	Director	Food	10 years	Training Customer service Menu development

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	51	52	53	54
135	CEO	Surveillance Operations	6 years	Oversee all surveillance operations in CCTV Control Rooms and securign current and new business Managing people
136	Managing Member	Recruitment Agency	7 years	New business (presentations) Budget approvals Customer retention Strategy Legal framework
137	Managing Director (CEO)	Insurance (short-term)	5 years	Strategically growing the business Staff development Overall cost control Overall product development Risk management
138	Chairman/Strategic Director	Fruit Export	4 years	Corporate Governance Strategic development and monitor implementation Risk management Communication to stakeholders Chairman of Board Mentoring MD and Financial Manager Reg client relationship
139	Director	Government	3 years	Providing IT services to the government
140	Risk Manager	Cargo Transportation	2 years	Management of pure risks - safety, health, environment Management of business risks Total quality assurance Security and claims management
141	General Manager - Finance & Administration	Insurance	2 years	Financial reporting Company secretarial duties

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142	Sole Partner auditing firm Director of Companies	Auditing, tax, consultation Milling	13 years 2 years	Running my audit firm/sole partner Non-executive director of companies (in some case chairman)
143	Managing Director	Training & Development	4 years	General management Financial control HR Management Training
144	Managing Director	ICT	4 years	Create an enabling environment where staff can willingly and well whatever task needs to be done. Chart strategic direction and provide resources to achieve Maintain atmosphere of informality while stressing need for trust, genuine commitment and mutual respect
145	Deputy Director/Inspectorate Officer	Government	4 weeks	To roll out corporate governance internally (departmental) and to our stakeholders, (design guidelines) based on King II recommendations and practices
146	Senior Consultant: Contracts Management	Electricity	6 years	Drafting and negotiating all non-standard and special pricing agreements Involved in the development and implementation of the organisation's preparation for competition Involved in the change in regulation/legislation of the industry in respect of a future industry
147	Forex Trade Advisor	Treasury	9 years	



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	51	52	53	54
148	Deputy Director Strategic Planning	Government	13 years	Strategic planning Forecasting for impact and value Information management
149	Senior Financial Accountant	Manufacturing	5 years	
150	AD Finance	Linked product	7 years	Management information Balanced scorecard Financial statements Company budget Forecast
151	FD	ICT Services Provider	3.5 years	Financial Accounting, Reporting & Budgeting Shareholder liaison Commercial sign-off Legal sign-off Funding (internal, external) Strategic planning Concept feasibilities
152				
153	CEO	Service/IT	8 years	Ensure growth, profitability and long term survival
154	Business Unit Manager	Cargo handling - shipping	3 years	Financial performance Customer relations Labour management Business planning Capex initiation
155	CFO	Public sector	12 years	Advise head of department on implementation of PFMA Manage finance, internal control and revenue directorates

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	51	52	53	54
156	Financial Director	Construction industry - manufacturing & supply	15 years	Financial control, systems and reviews
157	Sales Manager	Agriculture	15 years	Sales Product management
158	Regional Manager	FMCG	3 years	
159				
160	Sales Manager PCF (passenger car fleets)	Energy - Oil	approx 17 years	Managing my sales team to ensure a profitable and efficient sales unit
161	MD	Cosmetics - skin care	20 years	Managing my staff, including the sales and marketing teams
162	Sales Executive/Consultant	New Media	1 year	Selling, creating brand awareness, small amount of general - site visits etc
163	Infrastructure Manager	Petroleum	1 year	Responsible for all IT hardware, support staff, networks, internet and email, developing of company policies and standards concerning Information Technology
164				
165				
166	HR Manager	Clothing Retail	5 years	Business unit partner providing support to Business unit leadership re effective use of resources (people)



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	51	52	53	54
167	L&D Specialist	Petroleum	3.5 years	
168	Sales & Service Coach	Finance	4 years	Promoting service between staff and clients which is to produce more sale for the branches Implementing new concepts and service techniques Making sure product knowledge is high in the branches and with individual staff
169	HR Director	Consumer goods (detergents and foods)	13 months	Recruitment, training and people development Personnel administration: attendency, salary Legal issues Public relations Industrial relations
170	CEO	Ports	1 year	Provide strategic direction Find new markets for our services Build organisational competence to effectively compete in these markets Coach and support senior management
171	Credit Manager and Controller	Agro Chemicals	3.5 years	Credit manager and customer liaison Planning (budgeting, forecasting) and strategy Back office support function (operational) Inventory planning, strategy Product marketing, placement
172	Site Manager	Construction	13 years	Manage the construction site, that includes operations, administration and industrial relation
173	Specialist: Knowledge Exchange	Local government	12 years	Facilitating knowledge exchange on transformation and innovation amongst local governments both locally and internationally especially in Africa
174	Financial Manager	SARS	3 years	Manage and control financials of the organisation

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
51	52	53	54	
175	Deputy Director: Administration	North West Department of Health	4 years	Manage administration functions - finances - HRM - Provisioning & procurement - Transport
176	General Manager	Media	7.5 years	Managing Yired (Pty) Ltd, a group that holds 3 media assets (radio, web, magazine) and other businesses including a retail store for young local designers As GM I oversee formulation and implementation of strategy with a team of 4 core members in my team and a payroll of over 100 people specialising in various fields
177	Regional Sales Manager	Retail	1.5 years	Managing and motivating sales agents (reps and field marketers) Managing key accounts - negotiating deals/discounts Managing a budget Managing stock and delivery issues Leading the sales operational agent to drive this team
178	Business Development & Marketing Officer	Banking	over 1 year	Overall responsibility of on-island marketing to financial intermediaries Overall supervisory roles of banking and staff management Deputising for the Head of Banking
179	Managing Director	Skills Development & Training	4 years	Monitoring branches and divisions Developing new business units
180	Services Analyst and Budget Controller	Energy	29 years	Managing various teams in my dept Analysing costs/implementing controls to ensure tender procedures are adhered to Report on costs variance vs budgets
181	CEO	Services	12 years	Developing company strategy including sales, marketing and generally aligning company strategy Developing key client relationships and doing sales
182				

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
51	52	53	54	
183				
184				
	Executive	Retail - IT	1.5 years	IT programme co-ordinator on large programmes/projects Influence/manage relationship of key internal stakeholders in product/supply chain area Translate 3 year business strategy to ITS strategy Contribute to ITS strategy as part of broader ... role Drive ITS EE agenda
185				
	Category Manager	Retail	8 years	Drive market share within the prepared foods category Drive innovation and product development Follow local and global trends and action plans
186				
187				
	Category Manager	FMCG - Processed Meat	9 years	Category Strategy in line with WW business strategic intent Category Financial Management Product development (in line with strategy & brand positioning) Quality management and safety (product) Supplier management Product availability and catalogue of various store formats People management and optimisation of productivity, retention of skills and management of poor performance
188				
189				
	IT Executive: Business Intelligence	IT Retail	16 years	To define, build, maintain and lend the business intelligence competency within Woolworths to enable the business to make more informed decisions
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191				

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
	51	52	53	54
192	Group Head Meal Solutions, Dairy, Bakery & Deli	Perishable Food	14 years	Leadership Strategic People Product Suppliers
193	Call Centre Manager	Retail Financial Services	6 years	Managing the FS contact centre and staff Contributing to FS strategy through inclusion in strategic team
194				
195	Store Manager Tygervalley	Retail	23 years	People leadership Profit Customer Care Corporate Governance Processes Ensuring appropriate product is available to meet customer demands Building a strong brand and a sustainable business
196	Regional Manager – Cape Town North	Retail	6 years	Increasing Sales through driving the strategic imperatives and plans of the business Ensure effective management of processes and logistics Remove activities with no benefit to the customer Encourage and develop new ideas while being receptive to stores Conduct comparable store analysis and drive expenses Coach individuals and groups, listen and respond Create effective communication network among key stakeholders
197				

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
51	52	53	54	
198	Senior Buyer	Retail	5.5 years	To maintain internal and external relationships that support specs to market of product that fulfils customers needs whilst ... to WW mission statement and ethics. Ie. Selection of product, price negotiation, co-ordination across LSM areas, load time to identify/support ..., team synergy
199	National Sales Manager	Retail	11 years	Communication of buying strategy into selling strategy to stores New store openings, layout and merchandising principals Involvement in group strategies Cataloguing
200	Planning Manager	Retail	3 months	Planning merchandise Developing and leading my team Proactively identifying issues and looking at action plans to resolve the issues Giving direction to my team and ensuring that we stay on track Setting individual and team goals based on a consultative approach
201	Supply Chain Manager	Manufacturing	3 years	Production and planning Warehousing and distribution Inventory management Demand management Procurement IT Customer service
202	Merchandise Manager	Clothing retail	7 years	To manage and lead people (buying teams) Responsible for managing merchandise into all Woolworths stores Sourcing/buying/planning/marketing/sales

#	Your work title?	What industry are you in?	How long employed?	What are your primary responsibilities in your current role?
	51	52	53	54
203	Merchandise Manager in Menswear	Retail	11 years	Coming from a very successful womanswear group - put into menswear to help turn group around - modernise - create common brand experience - consistent taste/brand experience - motivate and upskill people - build strong teams
204	Merchandise Planner	Retail	6 years	Manage 2 direct subordinates and a team of 9 people Stock control and distribution, sales and markdown forecast, delivery Achievement of agreed parameters (KPI's), strategic input development of 2 direct subordinates
205	Team Leader	IT	4.5 years	Responsible for a team of 7 people Making sure that they are performing and making target Attending meetings with them and the customer Assisting with closing deals and salvaging deals Communicating with clients Working through their funnels with them on a weekly basis Updating them on new products and product change