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#MG200Young

FOREWORD

he very real function of the systems of our oppressive past was to thwart the potential of the majority of South Africans. It was to stymie the ability of young South Africans to reach beyond the repression of their reality. It was to impede the ability of young South Africans to even imagine a better reality for themselves. Celebrating young people, their achievements, their resilience, is not just a celebration of individual accomplishment. It is a celebration of something much greater than them. It is the celebration of a unique harmony of potential, possibility and perseverance.

At the Mail & Guardian we believe in the transformative ability of quality journalism. It is the idea that the true story of the world, when it is told well, empowers the struggle for a better world. We do what we do to hold the most powerful in our society to account, to ensure that justice may be done. Because in a country in which so many young people have no real opportunity to even find employment, we must never lose sight of the injustice that continues to bedevil our liberation.

There are many reasons to bemoan the state of South Africa, but there is space even in our despair too, to recognise the people who continue to delight us. The Mail & Guardian commits to celebrating young people, it is invariably an exercise in hope. No matter how bleak our everyday may feel, it is the story of young people pushing forward that bolsters our belief that a better world is within reach.

Congratulations to the 200 young people listed here. We've chosen you because you are the embodiment of our hopes and dreams. We look forward to seeing you reach your potential, and exceeding it.



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PROFILE PHOTOGRAPHS

Photographs were sourced directly from the individuals featured. Every effort has been made to identify and credit the photographers but this has not always been possible. Any oversight should be brought to our attention via 200young@mg.co.za and it will be corrected online.

HOW WE CHOOSE THE 200 YOUNG SOUTH AFRICANS

At the beginning of every year, we open up nominations for Young South Africans online on mg.co.za. This year we received about 6 000 nominations.

Once nominations close we go through the list thoroughly shortlisting potential candidates. We select candidates for each category.

Our team of writers then contact the selected candidates and we write profiles based on these interviews.

If you know someone we should profile in 2020, be sure to nominate them when entries open next year on 200youngsouthafricans.co.za





LEVERAGING DISRUPTIVE TECHNOLOGIES TO DRIVE FINANCIAL INCLUSION WITHIN THE BANKING SECTOR

Nedbank aims to be first in digital

lobally, disruptive technologies such as artificial intelligence (AI), internet of things (IoT), robotics process automation (RPA), blockchain and virtual reality (VR) — are changing the nature of the economy, society and consumer behaviour as well as jobs and industries such as banking; they are also creating new value for banks and clients. South Africa is no exception. With consumers' needs and demands changing as their exposure to different technologies increases, banks no longer have the luxury of waiting for clients to bring their needs to the branch. To stay relevant, "traditional" banking-industry leaders have been adopting new technologies at a more rapid pace, working to integrate banking services into consumers' daily lives while solving their needs before they realise they have them — all while leveraging the huge volumes of banking data for their benefit and convenience.

Driving inclusivity

Despite rapid progress in the banking industry, financial inclusion remains a challenge, with about 11-million South Africans being unbanked or underbanked. According to the World Economic Forum (WEF), the perceived high banking fees and the amount of paperwork required by banks for applications — including slow response times - are some of the key reasons why a significant portion of the population remains unbanked. One of the biggest challenges for banks is lowering the costs of serving clients without compromising service, while making banking more accessible. Acceleration of digital solutions enabled by disruptive technologies gives banks the opportunity to expand their reach to more clients than ever before. The combination of data, mobile devices, and internet speed and reach has fuelled banks to edge towards demonetising mostly transactional accounts, introducing zero-based monthly fee accounts, therefore driving inclusivity and defending against new, mostly digital competitors.

Clients first

This disruption has had a real impact on Nedbank's approach to business, putting clients first with a true commitment to client-centricity. At the core of the bank's retail and business banking strategy is the desire to deliver delightful client experiences through digital transformation. This has shaped the bank's way of working, starting with the customer in mind and delivering products with better client benefits that are matched to the experience expectations of new and existing clients. To bring this to life, Nedbank has placed strategic emphasis on a Digital First & First in Digital philosophy, meaning that the bank would like its clients to opt for their first touch-point to be the digital-leveraging capabilities Nedbank has built to enable them to do so with ease and convenience, which will, in turn, make the bank "First in Digital". This philosophy wins Nedbank two battles: the battle for client and the battle for efficiency, supported by core capabilities that the bank is continuously building at a fast pace.

This is a bold ambition that Nedbank has set for itself, and it will enable the bank to cater to a broad range of client segments and create specialised industries and ecosystems in which to operate. The intended outcome is to deliver a difference that matters to clients, all the time.

Saving time and money

Nedbank has made significant moves toward

driving financial inclusion through the launch of three zero monthly fee accounts: the Pay As You Use (PAYU), Unlocked.Me student and MobiMoney. MobiMoney is a mobile-based, zeromonthly-fee account that anyone with a valid South African identity number can open anywhere in seconds. Through this solution, Nedbank is creating a first banking home for many South Africans, directly addressing the key concerns relating to financial inclusion using $\ensuremath{\mathsf{USSD}}$ (Unstructured Supplementary Service Data) capability and saving clients time and money through a quick and frictionless mobile onboarding journey. Clients are also able to transact and buy value-added services such as airtime, electricity and pay DStv, to name a few. Clients can withdraw money at any Nedbank automated teller machine (ATM), and capability has been expanded for clients to do so at retailers too.

Stokvel service

With most banks providing zero-fee basic transactional banking, the next key step toward driving and entrenching financial inclusion is fostering a savings culture. In the South African context, a trust-driven, community-based savings initiative called Stokvel is a quintessential part of many consumers' lives, with members of a Stokvel contributing an agreed amount regularly in return for receiving a lump-sum payment at a given interval. The National Stokvel Association of South Africa estimates that the Stokvel economy is worth R49billion, with more than 800 000 Stokvel groups. Nedbank's recently launched digital stokvel proposition taps into this, enabling better money management for stokvel groups as well as providing essential value-added services, including funeral, stationery and grocery benefits. Stokvel members can open their stokvel accounts in minutes using any USSD-enabled phone with Nedbank's enhanced digital onboarding process.

Cross-border transactions

In addition to this, Nedbank has partnered with Ecobank to enable a safe, cross-border remittance solution that allows documented people living and working in South Africa to instantly transfer money to any one of the 33 countries in Africa in which Ecobank operates, without the need to visit a branch to sign up or make transfers. Solving problems To stand out and be competitive goes beyond just being innovative, banks need to ensure that they are solving real client problems and pain



Ciko Thomas is Group Managing Executive of Retail and Business Banking at Nedbank

for businesses globally. It is increasingly being used as a strategic tool to differentiate products and services and strengthen existing brands in an increasingly competitive world in which most solutions are easily replicable. In line with Nedbank's ethos focused on being financial experts who do good and giving clients back the gift of time, Nedbank is obsessed with the social and commercial impacts of the solutions it has created in

Nedbank launched a proprietary client-centred design approach combining human-centred design principles and digital innovation to deliver easy-to-use, market-leading solutions to clients. This was done by establishing a world-class centre of excellence for design, embedding it within business through hosting an industry-first Design Week, which launched the different design capabilities across the retail business. This will help the bank be digitally impactful in how it delivers outcomes for clients, as it uses a client-centred design approach, iterative prototyping with client testing, and evolved measurement and feedback processes that allow for real-time analytics and feedback from clients. To date, more than 60 priority initiatives have been taken through the client-centred design approach, and Nedbank is scaling fast.

Teamwork

The nWoW philosophy revolves around the "spinning up" of multi-disciplinary teams, which are then mandated to deliver a solution to market end-to-end within 12 to 16 weeks, from ideation to commercialisation. The multi-disciplinary teams, called squads, operate as fully empowered, autonomous entities and get to pitch their ideas to a panel, a similar concept to what you see on Dragons' Den. Pitches are prioritised and resources allocated to those ideas that are commercially viable, will delight clients through solving critical pain points and will help Nedbank create differentiation in the market.

Nedbank Money App

Nedbank has landed various solutions using the nWoW philosophy and design processes, including the successful launch of the Nedbank Money App with extended in-app services to include innovative transactional capabilities

such as Pay Me, Balance Peek and QR

(quick response)-code-based pay-

ments via Scan to Pay. Further digital enhancements to the bank's service offering include self-service feaa transactional bank account via the app. The bank has also added chat capability, enabling clients to connect directly to a banker when assistance is required. On average, Nedbank has

released a service each week since the launch of the app, bearing testament to its fast-paced execution. The NedbankMoneyTM app received one of the highest ratings in both iOS and Android stores among South African banking apps.

The bank has also externalised and entrenched itself into clients' lifestyles. This was done through digital solutions such as HeyNed, a digital concierge service that gives Nedbank Money App users a 24/7 personal assistant in their pockets another market first.

Empowering the youth

Nedbank has also created a platform specifically for youth, which is anchored on three pillars: banking, lifestyle and potential called Unlocked. Me. Youth gain access to exclusive deals and trends, from fashion and new-to-market gadgets to exciting travel deals through the platform at preferential prices. The potential pillar is specifically designed to assist youth in unlocking their career potential through job-readiness courses, mentoring and advice from those who have climbed the ladder. The banking aspect gives students access to zero-fee accounts for simple, everyday banking; they are onboarded digitally through the app. The Marketplace API (application programming interface) offering is designed to connect into various online marketplaces and stores, giving consumers seamless access to credit without having to leave the platform from which the sale originated. One of Nedbank's flagship projects is the Unsecured Lending Marketplace API, a digital-credit ecosystem enabling third-parties to tap into the bank's ecosystem, driving loans fulfilment at the points of purchase for e-commerce players.

Attracting and retaining the best talent remains a critical part of a company's success. They are integral to heightened client-satisfaction levels, and Nedbank has ensured that both its people and its practices are ready to meet the challenges and opportunities of the future. The bank has identified various key initiatives that will transform its employees to be "future fit", including empowering employees with decision rights to enable quick turnaround responses to clients, as well as ensure greater autonomy for decisionmaking and creating an agile, execution-based culture. It is also cultivating a digitally-led learning culture internally through the enabling of digital learning platforms and creating a learning environment supporting multi-skill opportunities, as well as entrenching new behaviours and a mindset amongst its staff to build a world-class, frontline cadre. Examples of these include the launch of Robotics and Coding academies within the

For the Nedbank team, the goal is to be the money experts who do good, which is achieved through simplifying, humanising and digitising its offerings to the market, so as to boldly help the continent to see money differently and to improve financial health and quality of life. This is achieved through the delivery of market-leading experiences and service excellence, which make a real difference to clients. Nedbank's staff have already seen their client-centric strategy take shape, with strong results from the 2018 South African Customer Satisfaction Index industry

Nedbank's Retail Net Promoter Score (NPS), a measure of client satisfaction and loyalty, increased by 11%, the most improved NPS of all the banks, a testament to the impact the bank's journey to date has had on clients.





THE INCREASING IMPORTANCE OF BEING PURPOSE-LED

A company's products and service must align with consumers' values and beliefs

KHENSANI NOBANDA

o say that millennials have changed the face of commerce could well rank as the understatement of 2019. Over the past few years, this new generation of employees, business owners and consumers has become the driving force of global business and consumption trends, and is also fast becoming the dominant force in transforming worldwide investment trends.

And the changes are far reaching. For one, as young consumers gain most of the buying power, there has been a tangible shift in the way purchasing decisions are made. Where previous generations were primarily swayed by pricing considerations or brand loyalty, today's young customers are largely influenced in their buying choices by the demonstrable commitment of companies and brands to have a real and lasting positive impact on the world.

These same consumers are bringing this fervour for and insistence on positive social, environmental and economic change into the workplace. In fact, it could be argued that for many of today's talented young job candidates, when considering an employment opportunity, the prospective employer's commitment to doing good carries as much weight as the salary package and benefits they are offering.

This seismic shift in brand and organisational perceptions among today's consumers and employees was confirmed by Accenture's 2018 Global Consumer Pulse Research survey of 30 000 consumers across the world. The findings indicated that companies and brands that went beyond communicating just their product or service offerings, but also engaged with consumers around their social commitment, significantly increased their attractiveness to consumers and positively influenced their buying decisions.

The findings are a clear indication that consumers are no longer willing to invest their time, money or loyalty into organisations and brands that merely focus on selling products and services — even if those products and services are of good quality at competitive prices. Today's consumers are far more discerning than those of the past, and their buying decisions are carefully considered, with significant weighting placed on whether a brand, company, product or service aligns with their personal values and

And given that consumers now have access to comprehensive information about the brands and companies they are considering supporting, this shift in decision-making factors has huge relevance and importance for every business in operation today.

That's because this new wave of socially conscious and environmentally aware consumers and employees is adamant that it is the responsibility of today's businesses to be drivers of positive change and meaningful transforma-



Khensani Nobanda is Group Executive of Nedbank Group Marketing and Corporate Affairs

tion. And this expectation has resulted in a significant shift in the way in which brands must see their role in society. What the new generation of young consumers and employees expect of brands today is nothing less than absolute authentic commitment to positive social and environmental change. So, where in the past it may have been sufficient for a company to have a separate corporate social investment strategy and give some of its profits to worthy causes, today the expectation is that the entire organisation demonstrates real commitment to sustainable transformation, and that this commitment is central to its business strategy and operational decisions.

That's not to say that CSI doesn't still have a massively important role to play in bringing about positive societal change. But what it does mean is that making such change the sole

responsibility of a CSI arm simply isn't going to cut it anymore. What is expected of organisations now is that contributing to the transformation of society and conservation of the environment is core to the business. And delivering on that expectation ultimately comes down to one thing, and that is that today's brands have to be purpose led.

There are few places in the world where this shift is more important, or more necessary, than South Africa. Our country's damning legacy of social and economic inequality places both a moral obligation and business imperative on every organisation and brand to be driven by a clear purpose to deliver positive change.

While this has always been the case, the fact that a new generation of consumers and employees has reached the age where they

have the financial power to literally make or break a company means that those brands that have managed to survive without a clear purpose now have no option but to fundamentally transform the way they work for good.

The reality is that today's marketplace is driven by technology, which is resulting in ravenous consumption of communication and information that, in turn, can bring about extremely rapid behavioural and perception shifts.

When you overlay this dynamic market environment onto a hugely volatile and uncertain global economic, social and political environment, the eye-watering pace of disruptive technology development, and steadily declining levels of trust among citizens and consumers, the imperative for brands to go beyond being just a visual representation of a company or product becomes patently clear.

But against this backdrop, the question then has to be asked: What is a purpose-led brand? For us at Nedbank, a purpose is ultimately what anchors a brand, and keeps it stable, consistent and solid irrespective of the circumstances in which it exists. Being purpose-led means that a brand has a strong voice and clear opinions about those things that matter most to its customers. And a purpose-led brand is one that is committed to enabling, encouraging and facilitating positive change.

It was our understanding of these brand requirements that led Nedbank to express its purpose as a commitment to using our financial expertise to do good for individuals, families, businesses and society.

For us, the key to the effectiveness of this brand purpose is that it is proactive, rather than responsive. As a bank committed to doing good, we don't merely take an approach that involves opposing negative social or environmental issues. We seek out opportunities to proactively bring about positive change by doing good. Ultimately, being purpose-led means shifting the emphasis from what you do, to how and why you do it. And in our experience, this shift in focus is what resonates positively with consumers and allows them to communicate and engage with their markets more meaningfully and effectively, especially across the more immediate and human-centric media channels that most of today's consumers prioritise.

In the end, the brands that will survive these turbulent alobal times will be those that are able to demonstrate sincerity and authenticity to an increasingly discerning and aware market. And that sincerity will never be achieved by just highlighting some aspect of social or environmental investment, or "getting behind" a cause. It demands that they have clear conviction and a stated purpose, and are determined to do whatever necessary to translate that into sustainable action that delivers real and lasting results. In other words, to be a winning brand today, you have to stand for something.





UNLOCKING POTENTIAL

Nedbank has refined its banking offering to provide young professionals in South Africa with the support they need to thrive

TAMSIN OXFORD

tarting out can be hard. For many young people in South Africa at the beginning of their career, acquiring a bank account, transportation and accommodation is an uphill struggle. This is something that Nedbank has recognised, so it has developed a banking offering customised for the high-potential youth of tomorrow.

"We have recognised that not every young professional is in a salaried job, and that they are not all invested in the classical degrees such as medicine, law or business," says Tracy Afonso, Head of Strategy for Professional Banking and Small Business Services. "This is a very different approach for a financial institution in South Africa. We can see potential and we have adapted our professional banking offering to provide young professionals with the opportunity to thrive."

Professional Banking from Nedbank defines a young professional as anyone under 30 years old with a four-year qualification (or honours level). If a young person ticks these boxes, then they get the full private banking experience at a 50% discount. The services aren't limited in any way - they are exactly the same as those enjoyed by established professionals.

"Every young professional starts out needing day-to-day banking services, and many have entrepreneurial aspirations," says Afonso. "We help them to achieve these goals by providing an array of services that fast-track ambitious people and give them the leg up they need at the start of their journey."

Young professionals are an alluring crowd. This small group of upwardly mobile, focused individuals are an attractive investment. They are an exciting prospect for forward-thinking financial institutions that recognise how important it is to build long-standing relationships from the outset.

"We have learned that the traditional methods

of managing banking and offering services to young people are not enough," says Afonso. "If we just focused on providing a comprehensive banking offering to those who have completed classical degrees, then we would cut out a huge percentage of the market that is incredibly dynamic and transformative; young people who are self-motivated, committed to their careers and ready to take on the next stage of their lives."

"We work with our young professionals to give them a full-service banking offering," says Afonso. "This includes a dedicated relationship banker, tailored financing for their first car or first home, international travel benefits, and exclusive investment offers."

The tailored finance package offers young professionals 100% loans up to R1.5-million and 100% vehicle finance up to R400 000. They also get to enjoy financial advice from experts who understand the market and the investment needs s they start out.-. Nedbank provides access to a financial planner who will talk them through retirement scenarios, costs of achieving future goals, how to build a portfolio, and they even get a free will.

"There are tangible benefits to joining our Professional Banking offering," says Afonso. "The immediate benefit is, of course, the 50% reduced fees. Our clients get travel, lifestyle and rewards perks, and insightful financial advice that will help them make good financial decisions. Their dedicated banker helps them to navigate credit paths with a car or a house and how to leverage investments. We have the right people who can help with these decisions."

For Nedbank, the offering is designed to build relationships with the young people who will shape the future of the country. They have also made sure that Professional Banking isn't just about work — the travel and lifestyle benefits are also excellent. Those who opt into Professional Banking get unlimited local and 10 international airport lounge visits, \$750,000 in travel insurance, purchase protection and extended warranties, free delivery of their forex and a 50% discount on an American Express Platinum Charge Card. They also get exclusive benefits such as concierge services and 24/7 emergency assistance. Plus, they gain access to exclusive deals on unlocked.me, which has fashion, technology and travel products.

What makes the Nedbank offering really stand out is that it isn't constrained by the traditional barriers to entry that have held many people back over the years. Anyone with any four-year degree or honour level qualification can join, invest in a vehicle so they can get to work, and potentially build a property portfolio with the purchase of their first home. There is no need to be someone who is defined by a specific career path: as long as you have a passion for tomorrow, you're eligible.

"When you join us, you get fast-tracked into a private banking experience as opposed to the lower propositions often offered to young people today," concludes Afonso. "Every one of these benefits is available at an achievable price. We understand that not every professional is in a salaried job, that there are those who are selfemployed and self-motivated, and that there are others who want to build their own consultancies or practices. We can see all these different pathways and allow people to explore them by fasttracking them to success."



Tracy Afonso, Head of Strategy for Professional Banking and Small Business Services at Nedbank

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NEDBANK





NEDBANK SAYS YES TO SUPPORTING YOUTH SKILLS DEVELOPMENT AND JOB CREATION

edbank, our purpose of being financial experts who do good, extends beyond our lending and transactional activities. we are committed to transforming the savings and deposits of citizens and institutions into investment and productive consumption to facilitate inclusive economic growth, employment and transformation.

We strongly believe that it is through partnerships with government, labour and civil society that we will be able to address structural and socioeconomic challenges and ensure the growth, development and stability of our country. While there are varied approaches to addressing our current socio-economic challenges, one of our national priorities remains

the need for interventions in youth unemployment. We have embraced the role of change agents and active contributors to building a thriving

As part of this commitment to South Africa's youth, Nedbank supports the Youth Employment Service (YES) initiative. YES is a business-led collaboration with government and

labour that is working to stimulate job creation through company investment and government incentives and recognition programmes.

As of the beginning of 2019, the bank has pledged a quarterly investment of approximately 1,5% of its three-year average net profit after tax per annum to enable the good work of the YES programme and provide employment

opportunities to more than 3 000 youths, either through placements within Nedbank Group itself, or by means of sponsored placements with YES implementation partners.

As the following stories of success and transformation attest, Nedbank's YES commitment is already delivering positive change in the lives of many young South Africans:

MOSESI 'MOSS' MOSESI (27) A young urban farmer with a passion for fresh produce



'Moss' Mosesi runs a successful hydroponics business that produces remarkable crop yields and can provide employment opportunities for people in Tembisa

fter Moss Mosesi qualified as a civil engineer, he found himself unable to access employment. Instead of allowing this challenge to get him down, the 27-year-old entrepreneur decided to combine his engineering training with his love of plants to create his own opportunities in life. He successfully applied for learnership in agriculture from the National Youth Development Agency (NYDA) and, while completing his agriculture internship, was introduced to the Youth Employment Service (YES)

He was instantly hooked on the potential that he recognised for effective urban farming through hydroponics and set up his 'New Liff' hydroponics business made possible by Nedbank's sponsorship of Kago Aquaponics Hub in Tembisa

"During my studies I ended up running the aquaponics farm and became so involved in this work and its potential that I decided to start my own business," he says. Today, his typical working day involves feeding the fish, spinning the drum filters, planning and planting seedlings and doing all the chores that come with running a farm. And Moss is clearly a natural at urban farming. His farm currently produced a regular weekly crop of five different varieties of lettuce, and various other fresh vegetables, which he provides to a number of local chefs. He has also formed a relationship with Lance Quiding, head of farming operations at Integrated Agriculture, who is helping him to refine his business even further.

"I have always been passionate about plants and when I discovered urban farming, the love spiralled out of control," he says. Now, Moss has big plans to expand his crop and increase his yields to meet steadily growing demand. He also wants to grow his business so that it can provide employment and learning opportunities for other young people in surrounding communities.

SINENHLANHLA RAMASHIA (24) Transforming futures, one young person at a time

or Sinenhlanhla Ramashia, there's no such thing as an ordinary or boring work day. The vibrant and energetic 24-year-old is currently completing her work experience at the Nelson Mandela Capture Site in KwaZulu-Natal. She offers informative tours of the site to tourists of all ages and nationalities, and even has the opportunity to put her newly acquired healthcare training into practice by offering first aid ser-

If it wasn't for the Youth Employment Service programme, the future could have looked quite different for this remarkable, multi-talented young woman. "I used to live in Johannesburg with my mother and I managed to get myself into a lot of trouble as a teenager," she says, "and I didn't even write my final matric exams."

However, after her mother passed away, Ramashia realised that she would find it difficult to make her way through life without any formal training, so she moved to Mooi River in Kwazulu Natal and enrolled in a primary

health course offered at a local FET campus.

Completing the three-year course not only gave her the qualifications she needed to get work, but also boosted her confidence in her own abilities and the value she had to offer.

But despite her qualifications and positive outlook on life, she spent several months unsuccessfully looking for employment. Then her sister told her about the Youth Employment Service programme in partnership with Nedbank and the WILDTRUST. She sailed through the interview process and soon found herself doing work that she truly loves at the Nelson Mandela Capture Site.

"I love this career and the opportunities it offers me," she says, "and I love teaching the children about the history and story of Nelson Mandela and learning more about him myself. I also enjoy getting involved in the business and working with everyone else. My mentor, Ayanda Nyanteni, has given me so much support and helped me achieve more than I ever thought possible."



Sinenhlanhla Ramashia loves teaching children about the history of Nelson Mandela. She works at the site where he was captured, and is qualified to apply first aid

SINDISIWE DUMA

Recycling champion and earth ambassador

rowing up, Sindisiwe Duma had always wanted to become involved with environmental projects, especially after seeing the extent to which environmental issues were neglected in her local community.

So, when the opportunity came up for her to be a part of the WILDLANDS Recycling Programme through the Youth Employment Services (YES) initiative in partnership with Nedbank and the

WILDTRUST, she jumped at the chance.

"WILDLANDS Recycling works in partnership with businesses to provide recycling services to schools and communities," she explains, " and I'm excited to be part of a team works in the recycling village at Hilton, where our focus is to collect recyclable waste and essentially turn it into treasure."

Duma says she loves her job because it allows her to make a real difference to the world while also driving positive attitude and behaviour changes in communities. "I am determined to educate the people in my community about the environmental issues we are facing and inspire other young people to be part of the solution."

She has been so inspired by the work that she is now looking to further her studies in the envi-



Sindisiwe Duma is making a difference by collecting and recycling waste at the recycling village in Hilton

ronmental preservation field and learn all she can about recycling. She even hopes to one day open

her own recycling business and create employment opportunities for others.





NEDBANK IS NURTURING

ith a staff complement comprising almost 57% millennials, Nedbank is not only investing in the futures of South Africa's youth, it is creating a work environment and culture that allows them to engineer the career experiences and working futures they

The bank views this proactive creation of opportunities for young people as a core part of its purpose to do good for individuals, families, businesses and society. As such, ensuring it delivers innovative, opportunity led culture is integral to its people development

Nedbank is committed to being an employer of choice for the youth of South Africa, and all the regions in which it operates; providing them with a career path that rewards passion, innovation, and hard work and ensures its young employees have every opportunity to shape the future and make a positive difference in society, all while realising their full potential.

Nedbank's delivery on this mission is evident in the many stories of success, development and personal and professional growth that many young Nedbankers eagerly tell. These are just a few of them:

BONGANE SIBANYONI (35)

Executive Head: Regulatory Advocacy and Policy

hen Bongane Sibanyoni spent eight months, fresh out of university, working in a Nedbank call centre, he had no idea that his career path would one day see him return to the bank where he would have the opportunity to use his qualifications to help shape the legal industry.

After his short stint in the Nedbank call centre, Sibanyoni completed his articles at SA law firm, ENS, and then quickly climbed the ladder to achieve a senior associate position in just five years. But destiny had other plans for Sibanyoni, and he once again found himself at Nedbank as a senior legal advisor. He quickly made his mark at the bank and was mandated by Nedbank to establish and run a completely new division focused on competi-

Thanks to this opportunity, Sibanyoni gained extensive knowledge and experience of the financial services industry, which was further underpinned by Nedbank sponsoring his senior management training. Sibanyoni's passion for giving other young people the same opportunities he enjoyed also saw him becoming very involved in community empowerment work through an organisation called #CountryDuty, which he co-founded



with Tumi Sole.

He believes that this combination of experience, innovation and his personal purpose to do good was what led Nedbank to later make him the group's Executive Head of Regulatory Advocacy and Policy, a position that didn't exist before he was appointed to it.

Today, Sibanyoni has become the face of Nedbank in terms of its efforts to guide and influence regulatory policy and legislation within government, parliament, the National Council of Provinces. "My team and I ensure that our business is well represented and make suggestions as part of the consultative process of forming legislation. We also engage with our organisation on how the new regulations may affect their divisions to ensure that the recommendations we make are beneficial to all stakeholders."

Given that Sibanyoni thrives on making legal matters clear and easy to understand for all, it's no surprise that he also works with the Nedbank language and editorial team to ensure the language used by the bank is easy to understand for all its stakeholders. Just another way, Sibanyoni is working to pay forward the opportunities he has had for the

SARAH KOOPMAN (30) **Executive Assistant**

arah Koopman is an Executive Assistant for the group managing executive of the retail and business banking cluster at

With a Bachelor of Social Science in politics, philosophy and economics, and a Bachelor of Philosophy Honours in journalism, Koopman says her curious mind, ability to think strategically and to learn fast has played a significant role in her growth during the past year in which she has been with Nedbank.

"When I first started in my job, someone described executive assistants to me as 'selfstarters'. I wasn't entirely sure what that meant until a few weeks into the role, when I could see how important it is to be able to ask questions and acquire the knowledge that you need to be as effective in the role as possible," she says.

Before moving to Nedbank, Koopman worked in publishing. She believes the past year in her position at Nedbank has provided a wonderful practical lesson in how transferrable skills can be, saying she has brought many from her previous work life that have served her well in her job at the bank.

"It has also been a great insight into how diversity in thought, perspective and background can bolster a team, as everyone has something fresh and different to bring to the table."

Koopman's energy and eagerness to learn has



her planning to travel extensively.

"Travel allows us to gain insights into people, cultures and different ways of doing things. Every time I have travelled, I've been even more inspired about what is possible for South Africa.

"I feel South African businesses and the corporate world are in an incredibly powerful position to champion real change in the lives of South Africans. I hope to be part of the generation of South African businesspeople who can bring to life new possibilities for creative and unconventional solutions to the challenges facing our country's people at the lowest ends of the economic spectrum who are often forgotten or undervalued."

FREELANCE VUMA(32)

Head: Segment Design & Development

reelance Vuma — better known to his friends and colleagues as Lance Vuma – is Head of Segment Design and Development at Nedbank, responsible for client value propositions for small businesses and pro-

He graduated from Monash University in Australia with a BCom accounting degree; Vuma then furthered his studies at Milpark Business School with a postgraduate degree in business administration. He joined Nedbank in 2009 as part of the company's graduate placement programme, and says he has been fortunate to have had great leaders who realised his potential and nurtured his talents so that he has been able to grow and flourish in the organisation.

Vuma has been in his current position since 2017

"My role entails understanding client pain points and meeting client needs by driving digital innovation for small businesses and professional clients, using data to make strategic decisions and implement client-centric solutions for Nedbank," Vuma

His ability to lead teams to deliver solutions, solve complex problems and break them down into simple, applicable concepts, communicate



and motivate effectively, and think innovatively has served him well so far in his career.

"I aspire to be the best person I can be. Many people are consumed with positions; I rather choose to be a leader who can positively impact the lives of people I meet. I do this by ensuring that as a leader I display a good measure of IQ, EQ (emotional intelligence) and DQ (decency). I believe these are the qualities that are desperately needed as we go into the Fourth Industrial Revolution, a time that comes with a lot of ambiguity and requires teams with diverse backgrounds, skill sets and thinking to work together."

Vuma wants to make a difference in South

"I would like to be that point of inspiration that shows that the only way we get through hardship — either business or personal — is by working together and displaying the qualities of ubuntu. A reference point for every young person to remember is that we are never too small to make a difference. The Dalai Lama famously said, 'If you think you are too small to make a difference, try sleeping in a room with a mosquito."

LERATO MATHIBELA (28) Head of CA Training Programme

hile she may not even have been aware of it at the time, Lerato Mathibela began an exciting career journey with Nedbank when she successfully applied for financial support from the Thuthuka Bursary Fund. In line with its purpose to use its financial expertise to do good, Nedbank is one of the top 10 donors to the Fund, which serves as an invaluable education development vehicle, affording talented and passionate young South Africans the financial means they need to become chartered accountants

According to Mathibela, receiving the bursary was exactly the springboard she needed to the future she envisaged. "Before getting the Thuthuka Bursary, I was basically a young matriculant with a dream that seemed daunting and impossible. But the funding I received not only allowed me to pursue that dream; it also gave me the confidence I needed to go all out to realise my career visions, because I realised that there were corporations in South Africa that recognise the potential in the country's youth and are prepared to invest in it."

And receiving the Thuthuka Bursary was just the beginning for Mathibela. Little did she realise that Nedbank not only supported the fund, it was also one of the first banks in SA to offer recognised CA training outside of the typical audit firm environment. So, after complet-



ing her degree at the University of Pretoria, she was accepted into the Nedbank CA Training Programme and the rest, as they say, is history.

"Nedbank not only helped me to complete my studies, they also gave me the fantastic opportunity to get my career off to a flying start. The fact that they believed in me, supported my dreams, and trusted me enough to work on some very strategic and important deals, even though I was technically still in training, was a massive boost to my confidence and my

And her success journey didn't end there. After qualifying as a CA, Mathibela took up a permanent position in Nedbank Corporate and Investment Banking where her talent, passion and hard work made her a highly valued member of the team. So, when the head of the Nedbank CA Training Programme transferred to another Nedbank division Mathibela was offered the position. She accepted, and her Nedbank journey came full circle.

Today, she heads up the very programme that gave her the chance she needed to launch her career, and she is loving the opportunity she has to change the lives of other young South Africans in the same way.





TOMORROW'S LEADERS

MPENDULO MATSEBULA (33) Head: ELB Segment

significant percentage of the South African population is either unbanked or underbanked, lacking access to vital financial services and solutions that can help them grow their futures. To resolve this challenge, Nedbank developed a strategic Entry Level Banking (ELB) portfolio designed specifically to offer this market invaluable support.

"We asked ourselves how we could engage with disenfranchised people who haven't banked before or who don't have financial management skills and how we could get them into banking," says Mpendulo Matsebula, Head of Entry Level Banking. "We wanted to know how we could give them the insights they needed to understand their finances better and get them into the world."

The Nedbank ELB portfolio forms part of Nedbank's strategic stance to become an inclusive bank for the majority of South Africans. The goal is to create a specific focus on people who have been excluded from banking, who are unbanked or who cannot get a bank account because of the high price points or the perception of complexity.

"We wanted to build a niche segment for people who fit this description, a segment that understands their unique pain points and needs," adds Matsebulo. "So, we have developed a value proposition over the past few years that speaks directly to this market. It costs less, it is easy to use and it provides people with access to modules around financial inclusion and education."

The ELB platform includes a variety of different products. One of these is Mobi Money, a digital wallet for the unbanked that allows them access to basic banking services without them having to go into a branch, do paperwork or have an understanding of banking. They can simply handle transactions on their phones.

"This is just one of the packages that we offer.

We also have stokvels and plans designed around those entering the market," says Matsebulo. "Our job is to understand their pain points and delivery value to them while guiding them down the path to financial inclusion. We have a dedicated consumer financial education team that goes into the market and speaks around financial wellness and wellbeing in general."

This team focuses on providing people with a clear understanding of what they are getting into with their banking and what solutions are ideally placed to plug the holes in their financial lives. The solutions also come in at a lower price point and communication is managed through mobile platforms so as to engage with the market on its own

"We have set up strategic nodes in all the provinces, in communities, where we get to know people and understand what they would want from their banking services," concludes Matsebulo. "Our strategy is to reach as many people as possible, using the channels they prefer and offering them solutions they can appreciate." Matsebula holds a Post Graduate, Bachelor's degree and Advanced Diploma in business analysis



PELONOMI MOILOA (26) Data Scientist

ne wouldn't think that a talented young graduate with degrees in biomedical and electrical engineering would end up contributing to the transformation of banking, but that's precisely what Pelonomi Moiloa is doing today.

As part of her studies towards her two engineering degrees, Moiloa worked at the Council for Scientific and Industrial Research (CSIR) during her vacations. Later, she participated in the CSIR's Data Science for Impact and Decision Enablement (DSIDE) programme - a decision that effectively changed the course of her career and life.

"Through the programme, I realised that this is what I wanted to do as a career, so I continued to be involved with the programme even after I had attained the credits I needed. After graduating, Moiloa became an intern at the Maraka and DPSS units and applied for a scholarship to further her studies overseas. During this time, she also became a mentor for DSIDE and facilitated the introduction of machine learning and data science concepts to students.

Her scholarship application was successful, and she spent the next two and a half years completing her Masters in Deep Learning for Neural Activity in Japan. On her return to South Africa, Moiloa was offered a position as a data scientist at Nedbank, which immediately recognised her passion for effective data application to deliver sustainable human outcomes.

In turn, Moiloa recognised in Nedbank a likeminded institution that shared her authentic values and was committed to providing the kind of collaborative, innovative and client-centred culture she desired.

When asked to explain what she does for a living, Moiloa laughs: "I have to explain this often



to non-technical people and I still haven't yet found a successful way to do so. I would define it as automating the process of sifting through historical data and looking for patterns that can be leveraged through programming and machine learning to facilitate informed business

Moiloa is completely immersed in her field and is committed to encouraging more young people to consider it as a career. "With the new frontiers created by data, technology and the 4th Industrial Revolution, the career landscape calls for new skillsets and offers new opportunities. It doesn't matter who you are, or where you currently find yourself in life, you can begin your journey towards a rewarding career. And if that career involves data science, you can be sure your work will be fulfilling, challenging and rewarding."

DARREN SOOKRAJ (29) Senior Manager: MFC Sales and Support

arren Sookraj is the Senior Manager For Motor Finance Corporation Sales and Support at Nedbank, playing both a strategic and operational role in the business and managing a developing sales

From a learning background in management, Sookraj joined the company 10 years ago. He chose Nedbank because his aspiration to become a chartered account, his love for numbers and his keen interest in financial markets made the bank a perfect choice.

But why Nedbank specifically? "It was undoubtedly its culture that attracted me. The foundation from which Nedbank operates captivated me the most. It creates an environment where I feel stimulated and empowered. I can materialise development and growth, and through my journey with the organisation I've felt looked after as a person rather than just a num-

Looking to the future Sookraj's focus is on completing his Bachelor of Accounting Science degree with the intention to pursue a senior role in the finance section of the business.

"Nedbank highly supports a learning culture and the number of initiatives the bank offers promotes career growth. The good thing is that nothing comes on a plate — the opportunity for growth is always there, but the drive has to come from the individual if they want to create



that change."

Sookraj feels strongly about contributing positively to the future of South Africa.

"I feel I have already started to create a contribution by the investment I have made in the people around me, both in business and outside. I spend a lot of time trying to develop others, teaching them to think in ways that help them realise their potential, so that they are more equipped to make a difference.

"The greatest struggles today won't improve if we, as leaders in different disciplines, do not create a drive for improvement. It all starts with people, and exercising the influence we have to create positive change. My pledge has always been to pay it forward, and I feel that as my circle of influence grows, so will the positive

ZANEL STEYN (31) Head: Monitoring and Reporting

anel Steyn is Head of Compliance Monitoring and Reporting in the retail and business banking cluster of Nedbank. Compliance, explains Steyn, is a secondline function, which means it is not directly involved in the bank's day-to-day operational activities. The department provides guidance on how to best comply with applicable laws and legislation, and rules applicable to financial institutions.

With a forensic auditing degree balancing investigative skills with accounting, audit and tax principles and procedural law, Steyn did her postgraduate studies in risk management, and plans to use her CPrac designation to further qualify her in the practical aspects of compliance.

Steyn prides herself on a solid work ethic, putting in the hours to get a task done, and producing quality outputs. Building good rapport with stakeholders is also a primary focus in her role.

"The only way to build good relationships with a range of different personalities is to be respectful of every individual you work with, be open-minded and take time to understand their point of view and never be dismissive," says Steyn.

"Everyone has a different frame of reference, and it's important to always remain respectful of that. In an assurance position in a financial institution, nothing can be more important than buy-in from business stakeholders."



What excites Steyn about her role at Nedbank is the number of young people she has in her team. She hopes to mentor these individuals, to teach them that hard work pays off, and to coach them to be the best they can be at what they do.

"It's not often that people get excited about risk management, but I hope to get young people excited about the function. I also hope to instil confidence in young people so they can be confident in their positions. I believe in not being afraid to ask questions, speaking up when the situation warrants it, and always doing the right thing — not only for the organisation, but also for our clients. I want to be actively involved in their development - the same way that I have been supported by my mentors and managers."





FOCUS YOUR FUTURE WITH EFFECTIVE FINANCIAL PLANNING

Stay within your budget, and work with a financial planner

outh Africa's millennial generation faces many challenges, including high unemployment rates and an uncertain future for the planet. However, today's young adults also enjoy many opportunities that previous generations never had. The most notable of these are the potential young people have to leverage their skills and passions to become leaders in the workplace and in society, and to harness the changes being brought about by the fourth industrial revolution to create a better future for themselves and those

Arguably, one of the most valuable advantages enjoyed by today's youth is the ready access they have to potentially life-changing information and insights. For example, previous generations had little, if any, knowledge of personal financial planning, which made it very difficult for them to make informed decisions about how to enhance their financial wellbeing and prospects.

While this lack of planning has added to the financial burdens of some millennials, who now have to help their older family members financially, and even deal with a legacy of debt, the mistakes of the past also stand as invaluable lessons on how to ensure a better financial future.

Some of the most valuable of these lessons include an understanding of how important it is to develop a savings habit, start investing for retirement from a young age, manage debt carefully, and always consider the impact that today's choices may have on tomorrow's financial wellbeing.

If you're a millennial, the good news for you is that you were born into a digital age; which means you have ready access to all the information, tools and guidance you need to turn the lessons of previous generations into good choices. And the easiest way of doing that is to always ensure that the financial decisions or actions you take now serve to do one of the following three things:

1. Create your wealth

The first step towards building your personal wealth is making sure you have a clear picture of what's coming into and going out of your bank account every month. Yes, we're talking about a budget — and while it may sound like it's really boring and hard work,

it's quite easy to set up, and you'll be surprised how effective it can be in focusing your wealth creation efforts by making sure you're living within your means. Then, the next steps towards sustainable wealth creation are to:

- deal with whatever debt you may have built up;
- make sure you're not spending money you don't have on things you don't really need;
- start saving regularly towards short-term goals as well as long-term essentials such as retirement and your children's education; and, eventually
- begin investing in long-term vehicles or directly on the stock market.

A good financial planner will help you develop your wealth creation plan and undertake the journey with you.

2. Grow your wealth

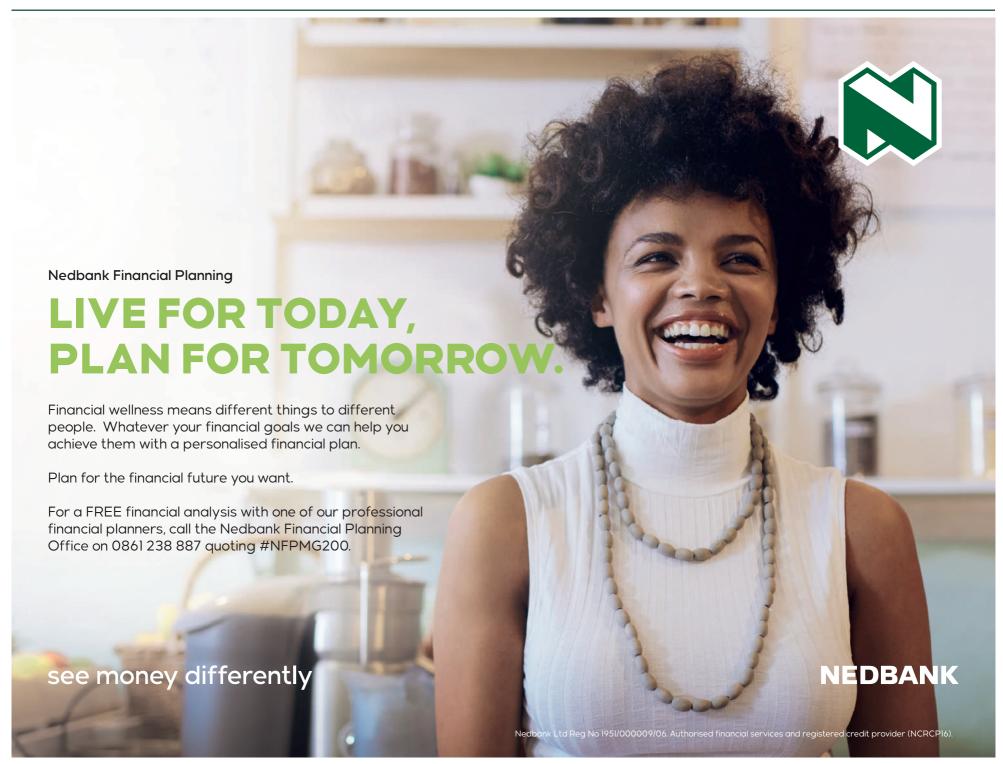
Once you've reached the point where you're investing, the key to growing your wealth is choosing the right investments to steadily grow your money. There are a lot of factors to consider when building an investment portfolio that works perfectly for you. These include market trends, an understanding of risk and reward, and being able to diversify your investments to ensure they keep growing and stay protected, irrespective of market movements. A qualified and experienced financial planner can offer you this knowledge and investing in a relation-

ship with one of these professionals should deliver constant rewards.

3. Protect your wealth

You can invest all your time into creating and growing your wealth, but if you don't also make sure you're protecting it, your efforts could be in vain. Apart from learning how to control your buying or spending impulses, effective wealth protection requires a good understanding of how to manage and minimise the various risks your wealth will face. It also means making sure you protect the value of all your assets, from investments to cars, homes and personal possessions. Lastly, proper wealth protection also means looking after the financial security of those you care about, which requires careful estate planning and an up-to-date will. Again, a qualified financial planner has the expertise and networks to provide you with all of these wealth protection solutions.

When you commit to undertaking this journey of financial transformation, you not only lay the foundations for your own security, but also that of the generations that will follow you. If you're ready to create the financial destiny and future that you, your children and your grandchildren deserve, start the journey now by partnering with a qualified Nedbank financial planner who is as committed to your financial success as you are.























The Definitive Who's Who List of Upcoming Stars

Most 200 Young nominees have done South Africa proud



Since the first edition of the Mail & Guardian 200 Young South Africans list came out 13 years ago in 2006, our 200 Young alumni have cemented themselves as key people in their respective industries. It's not just any list, after all — it's THE list. What started out as "The 100 young South Africans you should take out to lunch" grew to a list of 200 when we realised the calibre of the young people in this country.

Previous year's lists have featured people who have played a big role in shaping different sectors of South Africa, including Minister Fikile Mbalula, artist Lady Skollie and Proteas sensation Kagiso Rabada.

From sports to politics to media and civil society, here are some of the alumni that the 2019 200 Young candidates will count themselves among.

Professor Mamokgethi Phakeng - 2006

The University of Cape Town's vice-chancellor Professor Mamokgethi Phakeng (then Setati) featured on the inaugural list back in 2006, which described her as "a much-respected mathematics education researcher and educator of mathematics teachers." Even then, she held several leadership positions, including the role of national president of the Association for Mathematics Education of South Africa. Until her move to UCT in 2017, she was Unisa's vice principal of research and innovation and the president of convocation at the University of the Witwatersrand.

Julius Malema - 2008

The commander-in-chief of the Economic Freedom Fighters featured in the 2008 list — the third edition — when he was the new president of the ANC's Youth League. "Malema is the new face of the youth of South Africa," we wrote 11 years ago, when he was 27 years old. But even with all of the things that have happened since then, his priorities, as we wrote about them back then, still remain the same: "Listening to problems facing the youth and formulating proposals on how to solve them remains his core function."



Trevor Noah - 2010

The Daily Show host Trevor Noah enthralls fans the world over with his charming South African accent and tongue-in-cheek commentary on current affairs, but when he featured on the 2010 list, he was still a rising star. Aged just 26 then, the comedian — one of South Africa's proudest exports — told us that he never planned to become a comedian; "it just happened organically". At the time, Noah was packing local theatres, and had opened up the stage for international funny man Russell Peters. He was the only South African comedian to make the cut for the international audition of NBC's Last Comic Standing.

Jen Thorpe - 2010

Feminist writer Jen Thorpe has remained consistent in the work that the 2010 list featured her on. At the time, she had just published a collaborative women's writing project called My First Time. "I was thinking how the significant moments in a woman's life are experienced as some sort of crisis. But there was very little space anywhere for women to talk about these," she told us at the time. Nine years later, Thorpe has edited a successful collection of feminist essays (Feminism Is: South Africans Speak Their Truth) and published a novel (The Peculiars), with another one on the way this year.

Bonang Matheba - 2011

South Africa's current champagne queen, media personality Bonang Matheba, is one of our most famous 200 Young alumni. Featuring on the 2011 list when she was 23, the superstar was already famous as she had kicked off her career when she was just a teenager. She went on to host a hip-hop show on Yfm and even had her own fashion label, Baby Star. A few years later, she's also had a MetroFM stint and her very own reality show, Being Bonang, is two seasons in.

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#MG200YOUNG



COMMERCIAL RADIO STATION OF THE YEAR 2019



200 YOUNG SOUTH AFRICANS 2019 SOUTH AFRICAN TOURISM



CURIOCITY BACKPACKERS

A new niche market for black millenials who want to explore SA's inner cities

s a creative at heart and the entrepreneur behind Curiocity Backpackers, Bheki Dube aims to change the way that we tell stories about Africa, starting in South Africa's inner cities.

One of the great satisfactions of Dube's role in the tourism industry is seeing people change their opinions about travel. "Making backpacking fashionable for the black millennial makes me happy," he says, citing happy a coincidence where a "cool backpackers" was mentioned to him by a new acquaintance, only to find out that it was own business being recommended back to him. Dube explains that prior to his entry into the industry, he'd encountered various negative perceptions of backpackers in general: the idea that the facilities were grimy, and not particularly welcoming to black youths.

He grew up not far from Maboneng and, with a passion for Johannesburg and a mission to dispel misconceptions about the neighbourhood, his city, and the country as whole, Dube started the first inner-city backpackers. It's housed in a building that in its former life was home to the Pacific Press, responsible for the anti-apartheid publications for the likes of the ANC and Black Sash movement. With this history, and the rumour that it once served as a refuge for Nelson Mandela and Joe Slovo, it's become the ideal setting from which to explore the country's history as well as its geography.

When he previously conducted walking tours of Joburg, Dube noticed time and again that visitors who'd planned to spend three or four hours on an innercity tour or visit to Soweto were hungry for more, and wished that their travel plans had included staying in the city for a longer period. He's quick to give credit to the fact that he was in the right place at the right time; he engaged the developers of Maboneng, as the area was beginning to win the intrigue of local and foreign

travellers alike. "I saw an opportunity to come in and bring in a hybrid model," he says, and attributes Curiocity's success to being built from a "sustainable business model, but with storytelling aspects".

It was during a trip to Durban to take portrait images of backpacking

travellers that Dube resolved to start his venture, so it's fitting that this city is now home to the second Curiocity backpackers. Curiocity Durban allows for adventures in the city that's too often overlooked by travellers: in a landmark building, it showcases eThekwini's rich history while also allowing for laidback days on the beach that are such an integral part of Durban culture. Last year, it earned a finalist position in the 4-star Backpackers category of the Lilizela Awards.

An interesting split has appeared in the demographics of guests in the two cities: while 90% of the guests are international in Johannesburg - digital nomads, people wanting to consume the city's art and learn about its history - 60% of the clientele in Durban is

domestic. Johannesburg, of course, has long served a gateway to the rest of the country for foreign travellers, but it's exciting to imagine the possibilities for domestic tourism that such accessible establishments might

While many of his motives are altruistic, Dube believes in achieving his goals through excellence in his industry: he's in the business of creating the best backpackers on the African continent. He remains actively involved in the running of each of his establishments, along with a young team whose ability to tell the cities' story complements his own, and has plans to expand to Cape Town. After that? The Kruger National Park next year, and then a network of hospitality providers across the continent.



MOTHERLAND CONNECT

Giving back to the community - and to the people who visit them

ong before her business even had a name, Lerato Mannya was enabling and shaping African American students' experiences of South Africa.

Operating mostly in Johannesburg and the North West province, Motherland Connect's itineraries aim to disrupt the standard tourist track of visiting the Kruger National Park and the Western Cape. Importantly, they aim to visit South African, black-owned businesses to ensure that the proceeds of the country's burgeoning tourism industry take a direct route into the pockets of local people.

Working mainly with students from black universities and colleges, Motherland Connect has facilitated cultural exchanges, and branched out into corporate visits, cultural immersion experiences, conferences, internships and volunteer experiences. For those whose aim is to visit South Africa with the objective of "giving back", Motherland Connect provides the practical support to ensure that their contribution will be truly useful: Mannya's team identifies causes in need, find out the specifics of what visitors can provide, and allows these

or Kylie Henn and Cameron Murray of Tradi-

tional African Homestays, a love for their part of the world started entirely by accident: when a

wrong turn on a warm day in Limpopo led them

to cold beers at a neighbourhood tavern, they ended

up staying significantly longer than expected. The two

can still be found nearby today, in turn welcoming new

visitors to the area, and showing off the place that's

become their home. As the two are partners in life as

well as in business and got engaged just recently, their

only concern at the moment is that the local commu-

nity is going to create a very large wedding — but who's

"The main thing was to do something in tourism that

changed lives, at grassroots level," says Henn of her

vision from that first day among the baobabs. She's

quick to say that the village stole the pair's heart, but

neither of them were blindly in love with the place: they

were aware of hard work ahead and that there'd be a

lot of red tape to slice through before gaining the per-

mission they needed to establish a hospitality provider in

the area. After months of what felt like endless adminis-

trative challenges, they came into contact with a village

elder who provided not only approval, but also much of

the sorely-needed guidance that allowed the project to

travellers to get to work raising funds to change the lives of those who need it most.

It might seem at first surprising that Motherland Connect's growth market consists of South Africans themselves, but Mannya sees this aspect of the busi-



ness as essential to the goal of facilitating meaningful connections. As in the case of her American visitors, she's witnessed immense personal growth in the lives of local travellers. "There are a lot of young, black South Africans who aren't aware of what they're able to experience from a cultural perspective," she explains.

In what sounds like every community manager's dream, Motherland Connect's social media reach has grown organically — and exponentially — because of visitors sharing their positive experiences in South Africa. The company needs to do little in the way of content creation, with their customers posting YouTube

videos, blog posts and good old-fashioned holiday pictures ... all contributing to Motherland Connect's Facebook likes making the very measurable jump from 400 to 11 000 in less than a year. Mannya and her colleagues are no longer in control of the narrative, and that's a good thing. Of her customers, she says: "They can tell the story of the business better than we can."

But it's more than marketing: on- and offline, students visiting South Africa with Motherland Connect are beginning to share their learnings and experiences with their peers, leading to a better understanding of our country's history — from which the world can certainly learn numerous lessons — and what it has to offer. "Some just want to come for lifestyle, some want to come for cultural exchange and 'do stuff', and others want to find a balance of both. What we're now starting to see is that when they get home they start information sharing," Mannya says, and notes that she's received many messages from visitors requesting more information on a particular aspect of what they've seen, so that they might independently find out more

"What I've been finding is that for them, there's a gap that's filled. A lot of them are coming here to find out if they can connect with South Africa," she says of black students whose term of endearment for the continent of Africa is where her country gets its name. "It's almost like you're giving them a part of themselves back that they didn't know they needed."

AFRICAN HOMESTAYS

Serendipity helps to boost a Limpopo community

whose homes became the venues for homestays. That was up to the village chief, and he chose the poorest of the poor in the community at the time: in other words, those who needed the income the most. In the weeks and months that followed, each of these people rose to the challenge, and among them are exceptional hosts who've grown their homes along with their small

For Murray, it's vitally important that their efforts make the kind of sustainable impact that allows each member of the community to receive value from the project, whether they remain here or venture out to use their knowledge elsewhere. To this end, they've established workshops that teach the basics of tourism on a practical, easy-to-implement level: how it works, how it can benefit the community, and the "dos and don'ts" of the hospitality industry. On the border of the Kruger National Park, they're in an ideal position to grow the future careers of young men and women in the community, who are learning how to run their own businesses as guides. One of the guides, Aubrey, has demonstrated excellence in so many aspects of the business that he's been an integral part of growing the project. Now the

business's communication manager, he represents the business externally to spread the word about the homestay experience and its potential for community development

"It was quite a thing, trying to explain this vision, with nothing to refer to. It was something completely different..." explains Henn. With no easy comparison to be made to another project that proved that their idea could work, the pair created a business model that's as much about relationship-building the human element as it is about their well-structured business planning.

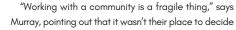
"The power of human connection is underestimated

by many," says Murray. For this reason, they encourage a two- or three-night stay, because the unique value of the homestay experience lies in forming a bond with the hosts. "Your body and your mind only catch up after 48 hours. You might be in a new place and feel a little bit awkward, then by the third night you're laughing and

It's clear that everyone who comes into contact with the community is inspired by the potential for growth and change that's exemplified here: Eskom is coming on board to establish a youth development centre, and one of the homestay's former guests is working with the pair to establish a library for the community.

"It's awe some to see the growth," says Murray of the careers flourishing in the community. "It's amazing to see the guests leaving there, and there's almost always





take root successfully.





REGISTER FOR SHO'T LEFT TRAVEL WEEK 2019.

Are you poised for growth and expect exponential success in 2019? Sho't Left Travel Week gives South African tourism trade an opportunity to get a piece of the pie to the value of R15million to market and sell your product or service during Sho't Left Travel Week 2019 on 23-29 September 2019.

- Investment by South African Tourism to the value of **R15 m**, spread across TV, outdoor, radio, digital & social media.
- Collateral support for you to promote additional deals on your own platform, that you can download.
- Seasonality of offers means that you will be able to offer discounts to consumers during your quieter periods, at your discretion.
- Improved provincial spread, where provinces that usually get fewer visitors will have the opportunity to showcase their offerings and affordability to a much wider audience.
- Travel Week is one of the most significant tourism marketing opportunities in the country.
- A better understanding of market opportunity: South African Tourism has access to the right marketing and consumer insight to grow your ROI.
- Travel Week is the best local travel deal campaign South Africa has on offer.
- It gives you an opprtunity to sell directly to the consumer on a highly promoted platform (reach of 41 mil and PR of R33 m).

Don't miss out! Register your business now to participate in this year's **Sho't Left Travel Week** on www.deals.southafrica.net





SHO'T LEFT CAMPAIGN MOBILISING DOMESTIC TRAVEL

or South Africans travelling locally, a fear of the unknown has been found to stand in the way of exploring options outside of the standard city stay. It stands to reason that locations which are better documented — whether in traditional media or on holiday Instagrams from family and friends - feel more accessible and less intimidating than an adventure to a lesser-known area. For South African Tourism, the challenge was clear: it was necessary to get people out and taking

"It's about getting people out of their houses," explains Mashoto Mokgethi, hub head: domestic at South Africa Tourism. With her mandate to stimulate travel within South Africa's borders, this was the very literal first step. They had to start somewhere - why not close to home?

Enter Sho't Left, a campaign aimed at showcasing South Africa to South Africans, in the form of day trips and short stays. It's remarkable for the results it's achieved: while measurable only after a year or so, the results demonstrates quite clearly that domestic travel is on the up, with a 60% increase in short stays in South Africa.

The Sho't Left campaign's website, shotleft. co.za, serves as a free platform for businesses in the tourism industry to advertise. In a win-win situation, service providers' offers and incentives serve to draw additional visitors to the site, which in turn is better-equipped to served those searching for answers about what's available in a particular area. And yes, this level of information is necessary: most of those making bookings through Sho't Left would be either those who are well-accustomed to travel for reasons of business or obligation, but hadn't considered leisure trips, or those who've tried all manner of city experiences and are just not realising that there's more to explore outside of the urban jungle.

In another metric of Sho't Left's success, its social media interactions have grown exponentially. An audience of more than 450 000 followers on Facebook makes it the most engaged platform, providing the answers to questions that first-time travellers pose. From the touchingly simple to the excitingly complex, those queries provide some insight into what's on the minds of domestic travellers, and where their concerns lie.

Of course, the conversation can't all take place online: to combat misconceptions or a simple lack of understanding about unusual holiday destinations, South African Tourism has devised a range of innovative collaborations and informational campaigns aimed at local travellers planning a trip within their own country's borders.

The Flight Centre Stokvel was created as a partnership that would serve to make travel tangibly accessible without compelling customers to go into debt for the holiday of their dreams. Some travel platforms have ventured into various models of extending credit to their customers, but this mode of payment leaves many rightfully intimidated, whereas the tried-



and-tested stokvel model of accumulation is as sensible as it is familiar. With participation starting with an initial amount of just R500, after which stokvel members can decide on the holiday of their choice and pay it off before booking and taking their trip, the option is an affordable one for many. Better yet, it's successfully married a traditional method of saving with the very millennial habit of group holidays - one that gen Z travellers are sure to take up,

In a promotion building on more insights int consumer and traveller behaviour, another collaboration aims to encourage business travellers to extend their stays. The logical argument goes that if you've travelled for work and you've got no reason to hurry back, it's a great time to take a few days to explore a new area of your country. This easy upsell is facilitated by partnerships with the providers with whom these travellers have already made their bookings, which keeps things simple for everyone

To remove an additional barrier to booking holidays online, South African Tourism has planned a series of activations allowing wouldbe travellers to talk to representatives able

to answer all of their questions in person. For those nervous not only about committing to a trip but also about booking it online, the human interaction can go along way to eliminating anxiety. The activations meet potential customers where they are, "popping up" at events where members of South African Tourism's target demographics are likely to spend their lei-

Perhaps most excitingly - particularly for those counted among the significant portion of the population who love a bargain - Travel Week is planned to take place again this year in the last week of September following 2018's success. Crafted to serve as a "Black Friday of Travel", the week-long promotion sees partner organisations in the industry, from hotels and boutiques to airlines and travel agents, offering discounts of up to 50% on travel purchases of all kinds. Once again making provision for the conservative South African consumer, Travel Week differs from the standard Black Friday promotion in that it doesn't treat travel purchases as impulse buys. For this reason, significant education about the event starts months in advance, to ensuring that shoppers have time to save up even if they're only anticipating spending the smallest amounts buying the biggest bargains.

Travel is fun, and it's an enjoyable product to market, but it's worth pausing for a second to consider the weight of the message being relayed. "South Africa belongs to all who

live in it, and all who live in it have the right to enjoy it," is one of the key points that South African Tourism hopes to relay, and this reality is something of a revelation for many who've received and believed the idea that travel is only for the very wealthy. It's clear how the Sho't Left initiative will benefit small business owners in the tourism sector if holidaymakers begin to move off the beaten track, but it's perhaps equally gratifying to think of the travellers of all ages coming to the realisation that open spaces, exploration and time dedicated to leisure are theirs for the taking.

Take a Sho't Left now. Go to www.shotleft.co.za

Join the conversation on Sho't Left social media platforms:

Facebook: Sho't Left Twitter: @Shotleft Instagram: eshotleft #Shotleft





TOURISM DEPARTMENT CELEBRATES THE YOUTH OF TODAY AND TOMORROW

With the right skills, many youths are establishing viable careers in this growing sector

ourism is one of the fastest-growing sectors. It creates jobs, drives the economy, builds better societies and unifies nations. It heralds a brighter future for the youth, women and people with disability through learning and innovation

The country's sustainable growth and development trajectory is dependent on the role the youth play as part of an economically active population. At the moment, South Africa's biggest challenge is unemployment. The country's unemployment rate as at the end of the first quarter of 2019 increased to 27.6%, a 0.5% increase from the last quarter of 2018. Statistics South Africa indicated that 40.7% of the 20.3-million young people, aged between 15 and 34, are not in employment, education or training.

This youth month, celebrated under the theme: "25 Years of Democracy; A celebration of youth activism", provides government with an opportunity to take stock of progress made in addressing youth issues and in shaping their future.

As a vibrant sector, tourism has broadened its scope. It has grown from just focusing on front-line staff and tourist guides being able to a host various professions and events, thanks to the National Tourism Sector and the Tourism Human Resource Development Strategies, which focus on harnessing inclusive and sustainable growth through various public-private interventions.

The 2018 World Travel and Tourism (WTTC) report

shows that tourism in South Africa supported 1.5-million jobs in 2017 and contributed about 9% to the national GDP. The WTTC has projected that tourism will create about 2.1-million jobs by 2028. Key to this success is ensuring that growth is sustainable and inclusive

Our sector always encourages the youth to recognise their value and invest in their future by taking advantage of the opportunities on offer. This will help build their skills base through access to training and entrepreneurial opportunities.

Some of the attractive career opportunities provided by the department and its partners include, among others, professional cookery (chefs trade), which is still a scarce skill globally, food safety, sommelier/wine connoisseur, beach stewards, management and information technology.

Nosiphiwe Mbhele, a young professional pastry chef from Umlazi Township in KwaZulu-Natal is a beneficiary of the department's skills opportunities programme, which targets unemployed youths. Her journey began in 2011 when she saw an advert in one of the provincial newspapers to enrol for a certificate course in food preparation and cooking offered by the department. After passing her certificate programme she studied further and received her Advanced Diploma in Patisserie, which she passed with distinction. She has worked at various establishments overseas, where she perfected her skills in professional cookery; the department funded her

studies through the National Youth Chefs Training Programme. Today she is employed by one of the largest hotels in Durban as a professional chef.

Tourism has also made inroads in driving transformation in the country. Women managers in the sector were enrolled on an Executive Development Programme (NQF Level 8) with the University of South Africa. The objective of this programme, which is in its fourth year, is to ensure that the sector has strategic leadership, entrepreneurs and industrialists. Some of the women who completed the programme successfully were promoted to higher positions in their organisations. Zivumile Mgugudo, who was a branch manager for a car rental company, was promoted to area manager, and now manages seven branches.

The department continues to help build strong business skills and leadership qualities for SMMEs through programmes such as the Tourism Incubator. Through this model, the department contracts experienced business development advisors to mentor local businesses. The mentoring process helps create viable tourism businesses that will create sustainable jobs and contribute to economic development in South Africa's communities.

Although more needs to be done to address unemployment and inequality, it is gratifying for the tourism sector to realise these milestones. All these achievements are attributed to strong partnerships between the public and private sectors. For more information, visit www.tourism.gov.za.



Mr Fish Mahlalela **Deputy Minister of Tourism**

TOURISM

outh Month is upon us and is celebrated under the theme: "25 Years of Democracy; A celebration of youth activism", which provides government with an opportunity to take stock of strides made in addressing youth issues while also shaping their future.

To honour the youth, the Department of Tourism will continue to raise awareness about projects and programmes that are aimed at empowering the youth, by profiling success stories of those who have benefitted on the electronic platforms.

The profiles will focus on the following initiatives:

- 1. Professional Cooking (Chefs Trade)
- 2.Executive Development Programme
- 3. National Tourism Careers Expo
- 4. Incubation Programme Market Access
- 6. Hospitality/Beach stewards

Professional Chefs

Nosiphiwe Mbhele is a professional pastry chef from Umlazi Township in KwaZulu-Natal. She is a beneficiary of the department's skills opportunities programme that target unemployed youth. Her journey began in 2011 when she saw an advert in one of the provincial newspapers to enrol for a certificate course in food preparation and cooking offered by the tourism department. After passing her certificate programme she studied further and received her Advanced Diploma in Patisserie, which she passed with distinction. She has worked at various establishments overseas, where she perfected her skills in professional cookery; all of her studies were funded by the department through the National Youth Chefs Training Programme. Today she is employed by one of the largest hotels in Durban as $\boldsymbol{\alpha}$ professional chef.

Executive Development Programme

Zivumile Mgugudo is an area manager for a large car rental company. She was part of the women managers in the tourism value chain, who were enrolled on a one-year Executive Development Programme (NQF Level 8) with Unisa. She was part of the first intake in 2016. When she enrolled for the programme, she was a branch manager in the same company; she was later promoted to area manager following the successful completion of the programme. She now manages seven branches. The objective of this programme, which is in its fourth year, is to ensure that the sector has strategic leadership, entrepreneurs and industrialists.

When Thuthukile Moloto joined the programme in 2016, she was the room divisions manager for one of the hotel groups. Today she is a general manager in the same company.

National Tourism Careers Expo

Teddy Tokwe's journey began with the National Tourism Careers Expo, where she was exposed to opportunities in tourism. She is now the owner of Ashwood Guest House, a hidden gem in the heart of Bloemfontein, Free State. It was opened in April 2015, is black owned and female managed. Ashwood is a five-star establishment with conferencing and lodging facilities. It won the MEC's Award at the Free State Provincial Lilizela Awards in 2016. The establishment also offers experiential learning to hospitality students in schools around Bloemfontein. Her clientele includes guests from Africa, Europe and Asia.

Incubation Programme

Boikhutso Seemela is the owner of and manager of

the Ratumuga Camping and Adventure company, based in Rustenburg in North West province. She is a beneficiary of the incubation model, in which the department contracted experienced business development advisors to mentor local businesses. The mentoring process helps create viable tourism businesses that will create sustainable jobs and contribute to economic development in South African communities. Ratumuga Camping and Adventure has created four jobs opportunities in the area - one permanent and three temporary.

Refilwe Tladi is the owner and manager of Thalera Tours in Rustenburg. Thalera is an online and tour operator and destination marketing company in Rustenburg. It is black

owned and female managed and provides tours to both local and international travellers. It employs six



Sabu Siyaka owns Ubizo Event and Tours, a tour operating and destination management in KwaZulu-Natal. By participating at ITB in Berlin this year he was able to introduce the company to international clients, generate new sales and meet potential partners. He advertised his company through social media marketing and trade publications. The company was able to





attract more clients, which will see its sales increase. Market access is intended to broaden and facilitate access for SMMEs in marketing platforms to enhance their earnings and capacity to create jobs. Qualifying SMMEs are provided with an opportunity to participate in marketing platforms both internationally and locally through a subsidised cost programme.

Valentino Meirotti is the owner of Famba Famba, a tour design specialist company. Participation in ITB 2019 helped Meirotti gain market insight on how deals and sales are done at intentional level, as well as to gain the trust of agents and the market.



















The Definitive Who's Who List of Upcoming Stars

Most 200 Young nominees have done South Africa proud



Khotso Mokoena - 2010

Long jump superstar Khotso Mokoena is a force to be reckoned with. In the 2008 Beijing Summer Olympics, he was the only South African to earn a medal, bringing home silver for long jump. He also set a new African record in the long jump with a leap of 8.50m, which is also a national record. Mokoena's consistency in the long jump over the past 10 years has been remarkable. He came second at the World Indoor Championships held in Qatar in 2010. In the 2014 Commonwealth Games, he won a gold medal for his brilliant performance in the triple jump.

Busiswa Gqulu - 2014

A 26-year-old performance poet when she featured on the 2014 list, Busiswa Gqulu has gone on to carve out a role as one of South Africa's most well-known singer-songwriters and poets. Hailing from the Eastern Cape, she's now released two albums, gone on to collaborate with DJ Zinhle, also an alumini, received multiple award nominations and continues to drop hits and very good dance moves.

Dr Sindi Van Zyl - 2012

Known simply as Dr Sindi, Van Zyl is one of South Africa's most beloved doctors. Known for her tact and humility, especially when it comes to dealing with taboo medical topics, she has become a trusted source of information and guidance for people across South Africa and beyond. When we wrote about Dr Sindi in 2012, she was working with non-profit organisation Anova, travelling the country, teaching people about how HIV could be prevented and treated. These days, among other things, she hosts #SidebarWithSindi on KayaFM and has guest stints as herself on 7de Laan, where she's advising on a recurrent storyline concerning HIV.

Laduma Ngxokolo - 2011

Knitting sensation Laduma Ngxokolo was 24 when he featured on the 2011 list. Encouraged by his mother's skill, the Port Elizabeth designer created his first jersey when he was just 14. He has since taken the world by storm with his MaXhosa knitwear collection, inspired by the dazzling motifs of 18th-century Xhosa beadwork. His range, which he extended to women's wear in 2014, has now appeared on runways across the world and been worn by celebrities including Beyoncé and Alicia Keys. In January 2018, he bought the knitwear manufacturing factory he had dreamed about for so long, and he now employs a team of 30 people.

Tembeka Ngcukaitobi - 2011

Earlier this year, high court advocate Tembeka Ngcukaitobi was recommended to be made a senior counsel, just eight years after becoming an advocate. In 2010 he featured on the list after the Legal Resources Centre team he was part of, in a groundbreaking social grants class action suit, went all the way to the Supreme Court of Appeal — and won. He also spent a year as clerk to former Chief Justice Arthur Chaskalson, and has represented Julius Malema. He is one of southern Africa's best legal minds.

Veli Ngubane - 2017 and Zibusiso Mkhwanazi - 2010

Alumni Veli Ngubane (2017) and Zibusiso Mkhwanazi (2010), combined their entrepreneurial drive and expertise to establish Avatar, a successful full-service marketing agency with digital at its core. The two have set up the Mkhwanazi & Ngubane brands as an initiative to influence the industry and accelerate transformation by providing start-up companies with capital and expertise to help them thrive, and provide close to 350 jobs. Ngubane said in 2017 that he and Mkhwanazi sought to be different and establish challenger brands in an industry that was fast becoming complacent. "A lot of entrepreneurs are quick to start 'me too' companies and don't take the necessary time to find their unique space in the market. The real secret, though, is that we hire people who are more intelligent and talented than us, to move the vision forward." Mkhwenazi says another recipe for success is to keep up with trends. "Our business relies on being current and being able to advise clients on what would work on an individual basis."

#MG200YOUNG

201 YOUNG SOUTH AFRICANS Social Justice



Candidate 201

Any child with unlocked potential

Website: Tomorrow.org.za

t only thirteen years old, Tshegofatso is destined for a life of success. However, his bright future wasn't always so plain to see. At a very young age, he suffered the loss of his father. With a government child grant and his grandmother's pension, his mother struggled to make ends meet for him and their four other relatives. Despite rough beginnings, these hardships won't define the rest of Tshegofatso's journey.

The Tomorrow Trust sees Tshegofatso differently. They see a young man with potential who not only needs physical and material resources but most importantly a space to feel heard, a sense of belonging and the thrill of overcoming a challenge, whether it's a maths test, speaking in front of a class or building a model bridge.

Education is the backbone of the



Tomorrow Trust. Many successful people attribute their accomplishments to having had a teacher or mentor who cared about them and encouraged their goals. This is why the Tomorrow

Trust's philosophy and carefully curated after-school programmes are rooted in the creation of safe spaces that offer holistic support.

It's always been clear to us – the youth of today are the Young 200 of tomorrow.

- Shannon Manama

We unoleneartedly believe that no amount of reading, instruction or national assessments can lead to success without a student having a solid support system.

We didn't see a vulnerable child, but a person with potential

We invest every hour, hand and resource me have to help the children of South Africa final their identity, meaning and purpose in life.

Candidate 201 is Tshegofatso. Candidate 201 is any child who, when we invest our time and support, could become the first in their family to get a tertiary degree, the respected leader of a community who helps others do the same, or the successful CEO of a world-renowned company. The future has no limits for a child with unlocked potential.

The success stories of tomorrow need our support today. Visit tomorrow.org.za to learn how you can help.



201 YOUNG SOUTH AFRICANS Social Justice



Candidate 201

Any child with unlocked potential

Website: Tomorrow.org.za

t the young age of twelve years old, Neo knows that one day, she will be a doctor. And we believe her. She wasn't always so confident about her future. Living in a cramped household with her unemployed mother and relatives in the under-resourced suburb of Molapo in Soweto, the odds seemed stacked against her.

The Tomorrow Trust sees Neo differently. They see a young woman with potential who not only needs physical and material resources but most importantly a space to feel heard, a sense of belonging and the thrill of overcoming a challenge, whether it's mastering a sport, learning how to captivate a room in her second language or solving a higher-level equation.

Education is the backbone of the Tomorrow Trust. However, this non-



profit believes that no amount assessments can lead to success without a student having a solid support system. Many successful people attribute their accomplishments to having had a teacher or mentor who cared about them and encouraged their goals.

It's always been clear to us – the youth of today are the Young 200 of tomorrow.

- Shannon Manama

Our philosophy and carefully curated after-school programmes are rooted in the creation of safe spaces that offer holistic support.

When Neo joined the Tomorrow Trust in Grade two, we didn't see a vulnerable child but a person with potential.

We invest every hour, hand and resource we have to help the children of South Africa final their identity, meaning and purpose in life.

Candidate 201 is Neo. Candidate 201 is any child who, when we invest our time and support, could become the first in their family to get a tertiary degree, the respected leader of a community who helps others do the same, or the successful CEO of a world-renowned company. The future has no limits for a child with unlocked potential.

The success stories of tomorrow need our support today. Visit tomorrow.org.za to learn how you can help.



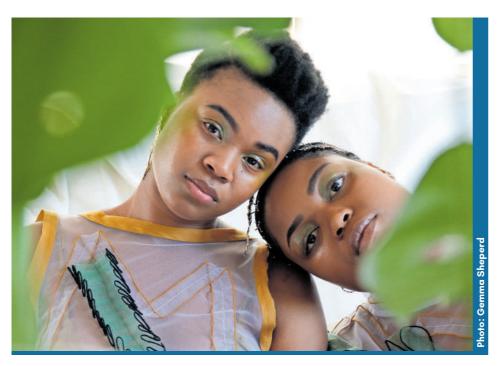


COMMERCIAL RADIO STATION OF THE YEAR 2019









THESIS ZA: THE COLLECTIVE Singers | Songwriters

👩 ethesisza_

s Thesis ZA: The Collective, Ayanda Charlie (24) and Ondela Simakuhle (25) are a Xhosa songwriting and performing duo who have been making music together for seven years and have built a strong following in and around Cape Town.

First and foremost, Charlie and Simakuhle aim to write work addressing the Black femme experience in ways that are "new, exciting, beautiful and truthful" - and to do it in their own language. Ultimately, they hope to play an active role in the creation of a stronger song-writing landscape in South Africa, ensuring that the music of up-and-coming South African songwriters, composers, and performers is successfully documented

"I think staying true to myself at all times is my greatest achievement," says Simakuhle of her career so far. "As a child born female, I have constantly had to think about myself in relation to others; how I appeared to be carrying myself as a lady; was I living up to everyone's expectations of me? But I think freeing myself from those expectations by doing what I love and living how I want is the bravest thing I've ever done, and that I continue to do every day. That's what our song lintloni is about."

The year 2018 saw the classically trained pair, who each hold degrees in media from the University of Cape Town, perform at a number of successful shows featuring Xhosa folk songwriting duo Umle, South African Music award nominees Zoe Modiga and Msaki, and 2019 is off to a positive start: they were featured as one of influential website OkayAfrica's 15 South African musicians to watch in 2019, three of their compositions are being featured on Tina Turner's international organisation Beyond Music's Top 50, a project that aims to highlight exceptional musical talent worldwide

They've performed with the likes of Hugh Masekela, Ian Von Memerty and Gloria Bosman in their respective careers, and have an exciting future to look forward to as they're frequently celebrated as an emerging blend of South African classical and jazz music.

Sometimes, the rewards are more personal: "One of my favourite things is when people tweet or message me telling me how much they've been healed by our live performances, especially," says Simakuhle. "I love that. As much as I know that what I am is a writer - shows leave people feeling lighter, healthier, happier. That feels like purpose." — Cayleigh Bright





@CoconutKeltz & @LesegoTlhabi

rofessor Pumla Gqola calls her "brilliant" and Marianne Thamm says she's "the best thing to happen to SA comedy". Lesego Tlhabi has elicited such praise through her wide-ranging work. Gaining prominence through her political satirist creation, Coconut Kelz, the television scriptwriter, producer, comedian, occasional DJ and all-round entertainer and content creator cannot be easily boxed. "I have the kind of brain that takes interest in so many different things within the creative space," she says.

She completed a BA honours in theatre at Brunel in the UK, an intensive TV writing course at Columbia University and a copywriting course with Vega. Tlhabi understands it takes more than a "go for it" attitude to succeed. She attributes her formal training, especially with Vega, to her winning a Bronze Loerie.

"It's a wonderful thing to be the producer of my career, because of what I have studied and the work experience I have," she says. Her rising profile has allowed her to work with the people she admires, including Donavan Goliath for her first stand-up show at the Goliath Comedy Club. Moreover, having her own special show on BET Africa has been a highlight "because it took two years from the first meeting to [appear on] TV".

Despite her popularity with slots on prominent plat-

forms as eNCA and Radio 702, among others, Tlhabi has had to deal with "hurtful and sometimes violent and threatening comments" that made her want to give up. She has not allowed this to get her down however, because most people she meets have "nothing but positive comments", and the "block" button has helped. Besides, she has a lot on her plate, including adding "published author" to her already impressive CV. Her satirical book (authored by "Coconut Kelz") with Jonathan Ball Publishers is coming out in September, and she is brainstorming and writing a Kelz series.

While she can't reveal the titles, she is clear about the topics that she will not satirise, including murder, rape and abuse. She wishes to eliminate toxic masculinity, bridge racial divides, work to ensure that black lives matter, that the media does not protect whiteness, and for women and the LGBTQIA+ community to feel safe; to this end she uses her humour, political commentary and intellect to make people laugh and think. With all the problems we face as a country, Tlhabi and "Coconut Kelz" make us feel better, joyful and more hopeful.

Dr Gcobani Qambela, Lecturer, University of Johannesburg, 200 Young Alumni



BANELE KHO7A (25)

Artist / Curator and Director of BKhz



@Banelekhoza and @BKhz

isual artist, curator and gallery director Banele Khoza remembers being always decisive and certain of his purpose. At the tender age of four, he embarked on his creative journey, recording what he saw and felt with pencil and paper. Writing and drawing gave him an immense joy and he has never stopped creating.

The Swaziland-born, South Africa-based artist first enrolled into fashion school, before

pursuing his passion in fine arts. Khoza works with digital mediums, as well as acrylics, gouache and space.

Khoza's debut solo exhibition Temporary Feelings was hosted by the Pretoria Art Museum three years ago, when he was just 22. It was very warmly received by critics and followed by several other solo shows, such as Lonely Nights at Lizamore Gallery, Rosebank, Johannesburg in 2017; and LOVE? at Cape Town's Smith Studio; LGBTIQ+: Banele Khoza as part of the Curatorial Lab at Zeitz MOCAA in Cape Town and To The Unknown at LKB/G in Germany, all of which were hosted in 2018.

Khoza also dabbles in interior design. As part of a duo for the Win-A-Home competition in



2017 broadcasted on SABC 3, Khoza and his partner, Tshepo Sealetsa went head-to-head with two other teams to design a home. They won three challenges and were voted the viewer's choice best team.

In 2017, Khoza won the coveted Gerard Sekoto Award, which is a part of the Absa L'Atelier award. This is a prize that comes with a three-month residency at the Cité Internationale des Arts in Paris. Later this year, thanks to the platform offered by the Gerard Sekoto award, Khoza's body of work collectively entitled Seeking Love gets to travel nationally. Also in 2017, Khoza was also an overall winner for the SA Taxi Foundation Art Award

When he returned from Paris in 2018, Khoza opened a multipurpose open studio and gallery BKhz in Braamfontein, Johannesburg. BKhz does not just house Khoza's and other

artists' work, it is a space where people can meet to talk about art and watch artists at work. With BKhz, Khoza realised his gift of hosting and housing people. He says: "There is nothing more fulfilling than touching and heightening the experience of an individual in all senses."

In 2018 he curated A Letter to my 22 Year Old Self: a group exhibition to launch his fundraising activities through BKhz Foundation, which aims to award grants to deserving art students dealing with economic hardship in South African universities.

Khoza counts Oprah Winfrey as an inspiration. "She has raised millions and generations of people, emphasising the knowledge that we should embrace and be our authentic selves."

With energy and persistence, Khoza says the youth can follow his example. — Shaazia Ebrahim







BOITUMELO TUMY MOTSOATSOE (31)

Head of Programmes, Business and Arts South Africa



🔋 etumyB

ith an academic background in dramatic arts and cultural policy and management, Boitumelo Tumy Motsoatsoe, Head of Programmes at Business and Arts South Africa (Basa), is poised to do the work

"While I deeply appreciate and celebrate the intrinsic value of the arts, my calling lies in the social scene where I maximise the ability it has to empower, educate, and to liberate."

In her work, Motsoatsoe is responsible for various programmes Basa offers. Together with a talented team of researchers, facilitators and coordinators, she ensures that creative peoples and cultural organisations have the skills and capacity to remain relevant, thriving and sustainable.

Motsoatsoe excels in her job. In 2017 she received the Basa award for cultural leadership and management in the cultural

No stranger to awards, through

ShakeXperience, a teaching initiative for the arts, supported by Basa, Motsoatsoe participated in the Shakespeare Worlds Together Youth Ensemble in London in 2012. Here, she facilitated the British Council's connecting classrooms project between schools in Limpopo and Gauteng. This earned her a bronze arts award from Trinity College in London. Motsoatsoe describes herself as a facilitator at heart and firmly believes in dialogue and the exchange of skills and information.

A self-confessed "artivist", Motsoatsoe co-founded and performs in Thenx: a women's sketch comedy group presenting political satire and hilarious parodies of everyday South African life.

"I am a storyteller, I love to connect the dots, shake paradigms and provoke thought through performance, play and story."

Motsoatsoe's "artivism" extends toward empowering the arts sector and advancing members of the arts community, in her capacity as a member of Arterial Network

South Africa's steering committee. She is also a Canon Collins Trust and Common Purpose: Africa Venture alumnus.

In the southern Africa region of the Pan African Youth for a Culture of Peace, Motsoatsoe serves as regional coordinator. Here, she is part of a network of young changemakers who are passionate about promoting peace and a culture of unity, non-violence and active citizenship in their communities. Motsoatsoe is responsible for ensuring that the region is effectively bringing this agenda to fruition.

At the end of her busy days, Motsoatsoe returns home to her 18-month-old daughter.

The future looks promising for Motsoatsoe who dreams of bagging a PhD, travelling the world, and becoming one of the most sought after arts champions on the

— Shaazia Ebrahim



GIGGS KGONAMOTSE **KGOLE (22)**

International Visual Artist



egiggskgoleart

rtist Giggs Kgonamotse Kgole is making strides toward becoming a globally recognised powerhouse. He works in a range of mediums from painting to performance, but has the whole world sitting up and taking notice of him.

Currently completing a six-month artist residency in Vallauris, in the south of France, known for its ceramics Kgole is based in Rome and has exhibitions planned in Cannes and London.

But his journey has not been easy. Born in Tembisa, Johannesburg's East Rand, he was raised by his grandmother in a village called Kutupu in Limpopo; his family could only afford to pay for his primary school education. Determined to carve out a better future for himself, Kgole won a scholarship to the prestigious St Johns College in Houghton, Johannesburg.

And it was here he realised that the sky is the limit. At St Johns he had the opportunity to take part in a Scottish exchange programme, and he knew art was the direction he would take.

"Telling your Black parent, 'l'm in a great school but l'm going to paint for a living', was difficult. It was hard for my father to understand. He hadn't seen anyone make a career of it,"

Pouring his time and resources into creating a body of work, he started #GiggsKgoleArt an online hub for his work. In 2016, at the age of 19, his work was selected for the Sasol New Signature Top 100 and exhibited in his first professional exhibition at the Pretoria Art Museum. From then Kgole has taken part in a host of exhibitions including a solo show at the Everard Read Gallery in Johannesburg.

And the more noise he's made, the more institutions that matter have taken notice: He is the recipient of the John Cabot Presidential Scholarship which is paying his tuition for a four year art history degree in Rome. At his first exhibition in Rome, the then South African ambassador to Rome Nomathemba Tambo bought half his body of work on show before leaving to London where she currently serves as the High Commissioner. Recently, during his vacation to South Africa, Kgole co-opened the Gaslamp Gallery in Maboneng to showcase young, local talent

Kgole dreams of building an art centre in the Limpopo village where he was raised, to help young artists get a leg up into the industry. South Africa has a lot to offer the art world, as long as people who get the opportunities give back to the country, he says.

— Shaazia Ebrahim

KENWYN DAVIDS (33)

Comedian, actor, producer



ekenwyntheking

art dreamer, part funny guy, comedian, actor and producer Kenwyn Davids says he is well balanced. He describes himself as a mix between analytic and creative. "Even my limbs are confusing, I'm cross dominant. I'm a combination of yellow and blue, which makes green. So I'm the Hulk?"

When he was about 10 years old, Davids made an off-the-cuff remark in class, and achieved his first bellyful of laughs from everyone, including his teacher. During his teen years, he spent his weekends watching a show called Comedy Showcase. Seeing local comics such as Stuart Taylor, Kurt Schoonraad, Tracy Klass and Loyiso Gola in action planted the seed for Davids.

He started a comedy club in Mitchells Plain, his hometown. Over the years, it has become a top comedy venue. Comics from all over the world have played there. Today, Davids shares the stage with comics he grew up watching, and counts them as his mentors and friends.

While he grew up in many places, Davids lived in Mitchells Plain until he was seven, and now for the past eight years, he's back: he loves the neighbourhood for its close knit community feeling. And while people on the outside are quick to dismiss Mitchells Plain as a place of gangsterism, drugs and call centre agents, Davids is fervent in arguing that it is an environment brimming with life and talent.

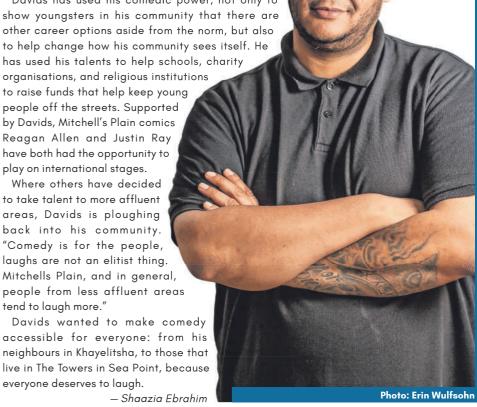
Comics and actors JP Duminy, Schoonraad, Ready D and Emo Adams have all hailed from the sprawling Cape township. "If we all just stood back for a second, and looked, we'd see that we are more than what others think. This place has so much to give to the world," Davids has used his comedic power, not only to

to help change how his community sees itself. He has used his talents to help schools, charity organisations, and religious institutions to raise funds that help keep young people off the streets. Supported by Davids, Mitchell's Plain comics Reagan Allen and Justin Ray have both had the opportunity to

play on international stages. Where others have decided to take talent to more affluent areas, Davids is ploughing back into his community. "Comedy is for the people, laughs are not an elitist thing. Mitchells Plain, and in general, people from less affluent areas tend to laugh more."

Davids wanted to make comedy accessible for everyone: from his neighbours in Khayelitsha, to those that live in The Towers in Sea Point, because everyone deserves to laugh.

— Shaazia Ebrahim









KHANYISILE MTHETWA

Professional flutist, Johannesburg Philharmonic Orchestra

ekhanyisileflute

would like to show that anything is possible. You could come from Soweto and end up being a concert flute player," says multiple-award-winning flutist Khanyisile Mthetwa, who has been playing the flute for just 10 years and has a yen to showcase South African music to the world.

That dream will come true for her this year. The 2019 recipient of the prestigious Myrna Brown international scholarship, Mthetwa, who is the principle flutist for the Johannesburg Philharmonic Orchestra, will travel to Salt Lake City in Utah this August, to perform a concert of South

It was watching a concert by the National Symphony Orchestra that inspired her to want to learn music, when she was in her teens. Her parents found her a music school near the Chris Hani Baragwanath Nursing College in Soweto, near where she lived, and by way of an introduction to the theory and possibilities of music, Mthetwa learned to play the



recorder, attending classes each Saturday.

She had her eye on a string instrument such as a violin or a cello, but was told she "was too old at 15 to start to learn to play a string instrument".

With her options whittled down for her, she settled on the flute, and this opened the world for her, motivating her shift from Waverley Girls High School to the National School of the Arts, where she was able to get specialised education and to matriculate in practical music.

Armed with a fellowship and a licentiate in flute from the Trinity College of Music in London, Mthetwa was appointed a lecturer in flute at the University of the Witwatersrand two years ago, and while music comes easily to her lips, so does her opinion in the field. Last year she served on the jury of the National Youth Competition.

She says playing an instrument is very important for young people, especially for the brain. "When you play an instrument you have to use your entire brain. When you play an instrument you have to count, you have to stay calm and you have to be really creative," she says.

She says she tells her students that learning an instrument is about learning that things can go wrong and "not just in your career but also personally."

Mthetwa says she tells them the instrument takes a lot of hard work but it's an important lesson: "You have to learn how to pick yourself up and try again."

But it was a television programme which

explained the magic of the field that won

him over, and he enrolled in interior design

His struggle with anxiety didn't make

things easy for him, as a student, however,

and he failed his first year of study. This failure was possibly the best thing that

at the Durban University of Technology.

— Fatima Moosa



LEREKO MFONO (27) Playwright, Seeds of Water (SOW)

in Lereko Mfono

hen he read his first Athol Fugard play, 27-year-old playwright Lereko Mfono wondered how another human being could make him feel those emotions through words. That was the moment he knew he wanted to inspire those same feelings in others.

"I was completely shattered when I read it. I felt like how dare another human being, through words, do that to me," he says. Through his own plays, he decided that he wanted to shatter people "and in the same shattering process rebuild them."

Mfono started acting when he was in primary school at a drama society situated in the Vaal, called the Vereeniging Operatic and Dramatic Society. After failing his initial audition, Mfono was accepted into the National School of the Arts.

"Everything changed when I got in the school and had it not been for my failure to get in for Grade 8 I wouldn't have had the hunger to pursue this," he says.

While he initially started acting, the process and discipline of writing plays was something he fell in love with. What really fascinated him was when his friends told him they saw themselves in his work. That really inspired him to continue with his work.

In developing new South African theatre, Mfono wants to create a narrative of "selfconfident Africans". "I think it's the writers and scribes who define the narrative by feeling the culture of the continent and expressing this through literature. My role is to get into the difficult discussion of who we are and looking at my gift and saying this is how we can use it positively," he says.

Mfono, who holds an advanced diploma in applied drama from the University of the Witwatersrand, now specialises in writing and acting in plays designed for children. It's a specialisation that he was inspired to learn more about through an opportunity he had while he was studying: he was invited to join a group of young playwrights which was sent to Paris to develop work for young

"We got to meet young people and what was astounding was that the challenges they were facing were challenges we were facing. I found that young people are often misunderstood because they go through experiences older people are detached from," he says.

Mfono also seeks to write for young people because he wants to inspire them to dream while they are young.

"My work is really based around getting young people to look within themselves for the answers and to know what their life has meaning," he says.

— Fatima Moosa

LWAZI MSHIBE (25) Interior Designer, 3D Modeler & Visualizer



@LwaziThoughts

wenty-five-year-old interior designer, 3D modeller and visualiser Lwazi Mshibe has had many ups and downs in his life so far. From suffering with anxiety and stress to not always succeeding at his goals, he feels he has been through it all, but he says it is his willpower and the support of his family which has kept him going and









RORISANG MOTUBA (32)

Actress & Writer

erorisangmotuba

orking in the film and television industries for eight years as an actress and scriptwriter, Rorisang Motuba has been seen on screens around the country and further afield, and is now turning her attention to telling South African stories locally and

She may look familiar to many from her starring roles in commercials for well-known brands such as Wimpy, Absa and MWeb, or you may have spotted her on TV in shows such as It's Complicated, and the South African film and theatre association awardwinning Sober Companion. You can see her in the Disney movie Queen of Katwe, which stars Oscar winner Lupita Nyong'o.

Behind the scenes, she's begun to take an active role in shaping the narratives that we see on our collective screens.

"I am a part of the new wave of female, Black show-runners, storytellers and artists," she says. In



an industry that's sometimes deemed to be all talk and little action by outsiders, with an emphasis on building an image rather than getting down to the less-than-glamorous business of doing the necessary work, Motuba is keeping things straightforward. "My goal is to simply tell our stories," she says.

While her own story is just beginning, Rorisang has already got a few tales to tell, and is writing up an impressive resumé: she's worked as a writer and story developer for much-loved South African shows such as a Ye Ye, Isibaya, It's Okay We're Family and most recently, The Herd. After completing her bachelors degree in drama, political science and film and media studies at the University of Cape Town, she continued her studies at the New York Film Academy.

Soon, her work will be appearing on the big screen: she's the writer, producer and star of a film currently holding the working title Low Tide, for which she's received support from the National film and video foundation.

Another story she'll be telling is from the pages of a popular South African novel - she's just signed on as part of the team adapting it for the big screen for a 2020 release - but that's all she's able to share publically about the project for now. No spoilers, as they say in the business.

- Cayleigh Bright

RENALDO SCHWARP (27)

Radio Host & Head of Digital: Jacaranda FM



@RenaldoSchwarp

orn and bred in Centurion, Renaldo Schwarp says being an extrovert meant he always had a passion for people and telling their stories from a young age. "I've always been very social — just ask my friends and family," he said.

He adds that since a young age he was always drawn to music and entertainment. He thinks

Schwarp is a broadcaster who has hosted his shows on VIA TV as well as a late-night talk radio show on CapeTalk, a platform he says really reminded him of the "importance of different

He also has put together an Afrikaans documentary called Skeef which is about the reality of being gay in South Africa. During its making he spoke to people from the Afrikaans LGBTI community about the challenges they face.

He believes that his chosen career in radio and television was beyond his control, saying that "It was written in the stars." Initially dreaming of being an actor while studying, he got introduced to radio after lecturers convinced him acting wasn't for him. While studying and working for the campus radio station the "radio bug" bit him. He says he realised "it is a platform for people to talk, share, feel, and re-connect".

While having achieved many great things in his career, Schwarp says above those achievements, he cherishes all the people he has connected with, and whom shared their stories with

Schwarp says he was drawn to the power of "reshaping narratives and reclaiming truths." "This didn't sit right with me" says Schwarp about the lack of representation he saw in the

the attraction can be pinned to the fact that the entertainment industry is people-centered. voices (young, black, queer) being heard on mainstream platforms".

media. That's why he feels a responsibility to "become the person I needed to see on TV and hear on the radio when I was younger — gay, coloured, and Afrikaans."

Schwarp says while he might not be on the biggest platform, he believes that his visibility about his sexuality, race, language, and issues shows others "that their viewpoints are also

He says: "Openness might not completely eradicate prejudice, but it's a damn good place to start." — Fatima Moosa



SIMON SHIBAMBU (33) Opera Singer



@SimonShibambu

urrently based in London but often touring the globe, bass-baritone Simon Shibambu is a Tshwane University of Technology graduate from the vocal arts department, currently blazing a trail for opera singers around his country and continent.

Being selected for the Royal Opera House London's Jette Parker young artist programme means that Shibambu has graced the stage of this world-renowned opera theatre, performing with some of the industry's best known and most respected singers, and he often has cause to look back and appreciate the friends and strangers who helped him on the path to achieving his successes.

When his application to audition at the Royal College of Music was successful, he found himself with an alarmingly short time in which to secure accommodation, a visa and

"My mother got support from her workplace and others in her circles, which was the key moment: it greatly changed the way I see things. Without other people, it's really difficult to pursue anything, really," he says.

Those who had helped so unhesitatingly were soon rewarded with good news: "Fortunately, the audition was successful in London and no money and prayers had been wasted. To this day, I remain very appreciative of those who opened their doors and hearts when my mother knocked for help - and of course, to all those who rejected me and my Mom, because they reminded me of why really this my journey matters and it is $% \frac{1}{2}\left(\frac{1}{2}\right) =\frac{1}{2}\left(\frac{1}{2}\right) =\frac{1$ through such rejections that I hope my story will inspire the next generation of opera singers out of Africa."

Perseverance has paid off, and good news keeps coming. Reviews of Shibambu's performances from industry publications and more mainstream sources alike suggest that he's headed for great things: Opera Wire described his voice as "dark and resonant, authoritative and firm," and Forum Opera referred to his "beautiful bass timbre," while a Guardian reviewer stated that, "The singer I'll be looking out for is bassbaritone Simon Shibambu, who sang the King with authority, anguish and a huge, resonant tone."

His accolades, meanwhile, speak for themselves: he was awarded an International opera awards bursary, an Associated board of the Royal Schools of Music scholarship, among others, including first prize in the Cloister opera competition, and first prize in the Voices of Africa national opera singing competition.

— Cayleigh Bright









SEABE (33)
Voice over artist,, Actor & Academic

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hirty-three-year-old voice artist and academic
Lesoko Seabe aspired to be an entertainment
lawyer. Instead, she became an actor, almost by
accident. She studied theatre and performance
at the University of Cape Town, and became magnetised
by the power of storytelling.

Seabe says storytelling was always a big part of her life growing up, in Johannesburg. Whether it was her father playing music of all genres or the drama and singing lessons she was privy to at school, she was exposed to many different forms of arts.

"I have this one memory of my mom making the voices of all of the animals in a story she was telling me – I thought she was magic," she says.

After prayers at her grandparents', when she was a child, Seabe remembers that the small grandchildren would congregate in the bedroom "to perform the plays we had put

together and practiced all day long."

In the industry for more than a decade, Seabe has been prolific in her work and cannot deem one project 'favourite' over others. "It is difficult to single out one acting role that has been my favourite – to choose just one is like choosing a favourite child," she says.

But her CV is rich with credentials. She's performed across South Africa and Europe and was most recently on stage in South Africa with the award-winning production of *The Curious Incident of the Dog in the Nighttime*, directed by Paul Warwick Griffin.

In addition to performing, Seabe teaches young artists. She says her greatest reward is watching "former students thrive in whatever they choose to pursue using the skills and techniques they learned from you."

Seabe anticipates a future in which she will direct theatre and produce previously banned South African novels and short stories for the stage and screen.

"I am currently in the process of acquiring the rights for two such works and you will be able to see them on stage in 2020 and 2021," she promises.

Along with all the work she does in the art industry, Seabe is also actively involved in advocacy, and the issue of gender-based violence in the entertainment industry is very close to her heart. She co-wrote *In Her Shoes*, a riveting dance work about violence against women, choreographed by Luyanda Sidiya in 2017.

Holding a masters degree in performance, Seabe, who is on the executive committee of the South African guild of actors says she wants to continue "to help grow the availability of extra mural arts education across schools and community" as well as to "continue advocating for safe spaces for actors to work."

— Fatima Moosa

MZOXOLO X MAYONGO (33)

Founder of OCD23 Creative Studios, TALKINGMEN and Co-founder of MAGOLIDE.



@Mzoxolo_x_Mayongo

hirty-three-year-old conceptual artist and activist Mzoxolo x Mayongo is a strong believer in the power and agency of the arts in playing a big role in public dialogue and commentary on important social issues.

His artwork conceptualises the complexities of societal perceptions and human conditioning. His work has been grabbing the attention of the visual art world, particularly with his latest body of work, entitled *Ubukho Be Ndoda: Demystifying the Phallus of Man*, which can be considered to be a timeous, provocative and challenging body of work that has emerged at a time when conversations about gender and sexual orientation are being dissected and scrutinised from multiple perspectives.

In the work, Mayongo offers a personal response to his own insecurities as a man living in South Africa today. "I use my body as a tool to explore and interrogate human conditions, exposing the ills and sickness that exist in society. In so doing, I hope my work will offer healing and reform," he says.

He explains that the driving force behind his work is to use art as a mirror of truth "for which we as humanity can reflect on".

Highlights in his artistic career include showcasing his work at the National Arts Festival in Makhanda, being selected as part of Design Indaba emerging creatives class of 2019, to name a few.



He comments that the value of exhibitions and showcases of this nature enable people to engage with his work and "encourage me on the importance of the ideas and issues of the work and how the work has affected them positively".

The lack of sufficient support of the arts is such a huge issue that many artists face, he adds.

"If we can change the mindset of society to acknowledge and support the critical role art plays in our lives, just like medicine and education, then we shall overcome the challenges of access," he says.

He spends most of his time between gym or running and meditation as form of unwinding and relaxation for his artistic mind, body and soul.

-Welcome Lishivha



KATE GOLIATH (35) Managing director, Goliath and Goliath

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ate Goliath cofounded the popular Goliath Comedy Club, which provided a platform for some of South Africa's finest comedy. She says that the club was started when she, Jason, Donovan and Nicholas Goliath had been working hard at producing shows in Johannesburg and were called in to see if they were keen to collaborate with and open a club in Melrose Arch. That's when they met Tony Raciti, who mentored them and became the business partner they worked with to build the club.

Since then the Goliath Comedy Club has closed, but they have opened a smaller, more intimate club in Melville, The Melville Comedy Club. This runs Wednesday to Sunday and much like the Goliath Comedy Club, still offers the best in South African and African comedy. Goliath says they are now expanding their corporate comedy agency and adding more acts to the stable to create more work for other comedians and to expand the industry.

When they started their business in 2012, she ran everything that pertained to the Goliath and Goliath organisation but now she oversees most tasks while managing the accounts and the corporate side of the business. She is also responsible for producing comedy shows and tours and is currently working with Siv Ngesi on

a mini-festival called One Night Stands, which is scheduled for August and promises to feature South Africa's top acts all in one night.

Her newest project is Comedy Con, which she says came about a result of her frustration with the comedy industry and her seeing the need to bring the industry together in conversations about expanding South African comedy through sharing knowledge and engaging with other comedians. "We needed a platform where we can ask the questions to the relevant people in our industry," she adds. So far, she has managed to host conferences in Johannesburg, Durban and Cape Town that covered a variety of topics including corporate comedy, tax and law, social media and digital marketing, production and others.

As a woman in the male-dominated comedy industry, Goliath says she struggled with having her voice heard and being taken seriously. "If you keep forcing yourself into conversations and stand your ground eventually people will call you just to hear your voice of reason," she says about how she's overcome being overlooked as a woman. "I don't ever want to have to answer to anyone in the business world ever again, so I work hard to make sure I will always be my own boss," says Goliath.

— Welcome Lishivha







SIBABALWE NDLWANA (34)

BTech Supervisor, Cape Peninsula University of Technology



🖿 ibabalwe Ndlwana is a textile maker employing the unique process of traditional weaving methods combined with natural dyeing processes. In doing so, she works to keep an ancient practice alive, while driving creative innovation in her industry and championing sustainable design.

While working towards her diploma at the

Cape Town College of Fashion, Ndlwana found herself unsatisfied with the state of the South Africa. Instead, "I found myself telling a story through the collections, which was my own story as well."

Ndlwana's journey to sustainable textiles still held some twists and turns: after graduation, she worked as a freelancer, pattern-making and taking small orders for sewing jobs. Feeling a need for more creative stimulation, she became curious about crafts and joined a weaving class. From there, things happened fast — particularly when she was awarded a scholarship to complete a Master of Arts in Fashion and Textile Design, at the Nuova Accademia di Belle Arti Milano in Italy.

Today, she uses plant-based pigments for dyeing raw yarn fibres and fabric. In this way, she's preserving an ancient process through experimental textile design inspired by imagination, nature, science, culture and tradition of indigenous African textile-making, and incorporating natural materials such as tumeric root, eucalyptus leaves, fynbos, bark and timber to produce unique colours.

Aware that her work exists in something of a niche, she has nevertheless been able to apply her skills to widely varied projects, including a number of successful collaborations. Working on a onceoff project for ready-to-wear clothing label Selfi, she created a once-off collection of handwoven, pure wool scarves, complementing the brand's apparel offering. In collaboration with Cameron Barnes Custom Furniture, she was able to create a fabric dyed with the eucalyptus used in the construction of these wooden pieces, which was then incorporated into the finished product.

— Cayleigh Bright

Yamkela KHOZA-TYWAKADI (31)

Businesswoman, publisher, author, storyteller, farmer



Yamkela Khoza-Tywakadio

amkela Khoza-Tywakadi is the author of 15 books, a publisher in her own right, and has played an integral role in shaping the South African literature sphere to allow indigenous languages and folk-

Her first novel is used in isiXhosa classes in schools across the country. She has since contributed folktales and riddles to a Xhosa folklore anthology and co-authored two children's story anthologies, in isiXhosa and isiZulu respectively, all published by Oxford University Press.

A graduate of the University of the Witwatersrand, with degrees in media studies, African languages and publishing studies, Khoza-Tywakadi says of her work: "I write to bring value to an African child, to know that she or he is valid. I write about our experiences to

> show that there is nothing wrong

with us, to show the beauty of being us."

Her knowledge, skill and care are evident in the deft manner with which she touches on topics that are relevant to black children, yet often ignored by society and mainstream publishing, such as albinism and vitiligo, which she explored in her Sibahle book series. Consistently intentional in her efforts to explore where others won't, Khoza-Tywakadi examines the cultural phenomenon of ukuthwala in her latest isiXhosa novel, Ndibuyisele Esizalweni.

Khoza-Tywakadi's work as a publisher has followed a similar pattern of success, having published bestselling books such as Equal But Different by Judy Dlamini, as well as several books that were approved by the department of education to be used in schools.

> Her career journey seems set to cover even more ground, with her work diversifying as it grows: a screen adaptation of her latest English novel, Lies in Her Boots, is currently in production. This will not be her first foray into the medium; she worked on several SABC TV shows as a language adviser.

> > Having already worked for a number of publishing houses such as Drum magazine, Oxford University Press and Pan Macmillan, Khoza-Tywakadi has been selected as the candidate who will represent South Africa in the 2019 Iowa University Writing Programme.

> > > Cayleigh Bright

Photo: Palesa Mulaudzi Photography

ENTRIES OPEN FOR THE KAYA LEGACY WALK / RUN 6.7KM - 2019



Kaya FM is inviting all Afropolitans to join us in celebrating Mandela's legacy at the 2019 Kaya Legacy Walk/Run – designed to honour the values which Madiba lived by. After the Walk/Run participants will be able to enjoy music from Kaya FM DJs as well as a food market for the whole family.

Date: 12th October 2019

Venue: Mushroom Park, Sandton, Gauteng Online Entry End Date: 30th September 2019

For more information and to enter visit legacywalk.co.za.

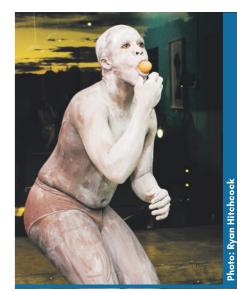
AFROPOLITAN

upa Sibeko is a performance artist who aims through his work to challenge heteronormative masculinity. Through the media of performance installation, photography, film and community-based workshops, Sibeko focuses on play as a method to allow people to engage with each other in a light, accessible manner on issues affecting them. As an independent artist, Sibeko teaches and volunteers in schools and universities around Johannesburg.

"I'm interested in the sustained act of self-becoming," Sibeko says of his purpose and methodologies. "The body knows things that the mind cannot express and it's in

playing, and being playful, that I can continue becoming. It's in the act of becoming that my body produces images, artworks and performances that are never planned but are a result of playing."

Sibeko's work crosses from theatre to site-specific work with different audiences. He is a recipient of the Richard Haines all-round performer award from the University of the Witwatersrand's humanities faculty and was recognised for the best theatre production at the University of Pretoria's Krêkvars Festival. He has showcased his work globally - in Iceland, Germany, Spain, France, Namibia and South Africa — in galleries and at festivals, depending on the nature of the work. Among his achievements is work he has created with the likes of Robyn Orlin, PJ Sabaggha, Jessica Nupen, Thulani Chauke, Albert Ibokwe Khoza, Nicholas



OUPA SIBEKO (26) Performance artist, freelance artist



Oupa Sibeko

Pilkington and numerous other local and international artists.

"The spirit of play in me married my body and my body is in collaboration with my artistry," says Sibeko. "I'm always interested in the creation of alternative values, realities - and that feeds me hope to redream one's place in the world." It's with this thought process in mind that Sibeko continues to learn, and to pass on his own knowledge, skills and experience. He is in his final year of his fine arts Masters degree at Wits University, and has worked on arts development in rural areas with the Forgotten Angle Theatre Collaborative, Drama for Life, and independently in Honeydew, as well as Denver hostel and Alexandra in Johannesburg with his collective, Dance Alexandra. — Cayleigh Bright

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S'ONQOBA VUBA (32)

Cofounder & Managing Director, Perpetu8



sonqoba_vuka

le are in an age where the concepts of Black Girl Magic and #BlackExcellence are so often heralded. One such young lady who lives and embodies both ideals is former financial services professional and entrepreneur, S'onqoba Vuba.

Vuba has an impressive CV, which includes the financial services sector and small business development. A proud University of the Witwatersrand graduate, Vuba has a BSc in mathematical sciences and a BSc honours in actuarial science. She has further harnessed

her leadership capabilities through serving as an executive committee member of the Wits University Convocation.

Vuba started as an actuarial analyst, in First National Bank's graduate programme, and progressed to the role of brand insights manager for FNB Brand Management. Later she became the executive assistant to FirstRand Limited group chief executive, Sizwe Nxasana. While providing strategic support to his office, Vuba also became the head of the FNB Innovators Programme, where she assisted in the facilitation of innovation within the bank.

In 2016, Vuba joined Sifiso Learning Group and progressed from heading up special projects and operations to become the chief operations officer. She is also the managing director of an advisory and implementation consultancy for SMMEs called Perpetu8, and serves as the chairwoman of Futureproof.

Vuba is driven by her passion for finding systemic solutions in society that allow for people, teams, and companies to reach full potential. Distinct from her educational and career achievements, Vuba is involved in community work that focuses on youth development, and facilitates talks that address young women. Through her achievements and energy for transformation, she effortlessly embodies Black Girl Magic and #BlackExcellence, and she loves the fact that "we are claiming the narrative as Black people and as women".







Vuyi Zondi, Founder and Operations Head: Corium Skincare, 200 Young Alumni



PHAKAMILE HLAZO (34)

Founder & Managing Director, Zulu Nomad

ephakahlazo

e're disrupting the market in every way we can," says Phakamile Hlazo of her role as a tech-enabled entrepreneur in the tourism industry. Through her company Zulu Nomad she seeks to inspire and inform others about the opportunities for travel in Africa

At 21, Hlazo was awarded a Rotary International Scholarship and became a South African ambassador to the United Kingdom. She represented South Africa proudly, and upon her return realised that the international travel bug had bitten, then made her way to work and live in China for three years. During this time she established an Instagram account to share her experiences and was quickly overwhelmed with requests for travel tips — a trend that continued as she met friends from around the world and travelled to all corners of the globe to visit them.

It was from this hunger for travel knowledge that Hlazo's business grew: not only did she enjoy sharing her experiences, but also found fulfilment in reassuring fellow travellers about their options and how to share in the "insider" experiences that she'd discovered. To allow for further growth of this skill, she founded her tourism startup that offers curated travel experiences in Southern Africa. She noticed that those asking for advice were often only aware of higher-end travel options, so she's devoted particular attention to ensuring that backpacking and other more affordable adventures are highlighted. "It's about deciding how we want to travel," she explains. "I try to find really unique experiences."

Zulu Nomad employs a small team of fulltime staff in South Africa and Mozambique and works with Black-owned small businesses in the tourism sector. The company has been particularly impactful in the lives of a small community in Tofo, Mozambique: by bringing tourists to the region a regular basis, the business has created a sustainable year-round income for its residents. Skillful use of social media have won the destination much attention online, leading to the creation of jobs both in South Africa and Mozambique. Hlazo's vision includes implementing similar measures in more of the countries that she and her company visit, spreading the word about the possibilities of travel, and spearheading initiatives such as The Africa Travel Hackathon to bring the potential of tech in tourism to life.

-Cayleigh Bright

SIPAMANDLA MANQELE (28)

Founder & CEO, Local Village Foods



@LocalVillageFoods

ipamandla Manqele is a 28-year-old entrepreneur breaking fresh ground in the realm of agro-processing with her business, Local Village Foods. She produces a variety of artisanal and organic foods and has built a compelling value proposition within a niche health market. Manqele's business has been running for three years and has already proven itself a viable and valuable startup, providing employment and community growth.

"I am inspired by our continent, Africa, its diverse cultures and its quest for social and economic unity," says Manqele. "My startup was founded on a vision to create a network of vibrant and local agri-preneurs across Africa, all supplying equitably sourced and sustainably grown indigenous African ingredients to the global village. My goal is to connect ethical producers with conscious consumers, as this is the key to cultivating a better

Mangele's immediate plans are to scale up the business and take it to bigger retailers in South Africa and beyond the borders. She wants to play a role in the implementation of free and fair trade across Africa. When asked who helped her to bring her dreams to life and focus on her vision for the future, she says: "My husband has been a fervent supporter throughout this journey, and my mother and older sister have shown me how to work hard and choose my own path."

Manqele advises any young South African looking to build their own story of success to look to who benefits from what they do.

"It is not success if you are the only one benefitting," she concludes. "Work is a gift we should receive with open arms; there are no shortcuts, and instant gratification should not be something we pursue. We need to focus on rebuilding South Africa — politics is just one part of our society and we should not allow it to dictate how we treat each other and the contribution we make." — Tamsin Oxford





SMANGELE SIBISI (28)

Founder and owner of Indalo Nubian Naturals Hair Salon



eindalonubiannaturals

t 25, Smangele Sibisi opened a business that she knew was needed: her own natural hair salon. Three months later, she had 10 employees, and the warm reception from her customers gave her the motivation she needed to press on with her business journey although it wasn't always easy. "What I didn't expect about entrepreneurship is that you never rest," she reflects now. "You're forever on the hustle to keep your business up there with the rest."

And "up there with the rest" she is, having

established her second branch in 2018 and finding her business ranked in the top three natural hair salons in South Africa.

"This year my brand Indalo Nubian

Naturals is turning three years old and employs 23 young people," she's proud to say. "This has helped me learn the importance of helping one another, since we have a high rate of unemployed youth." The very practical aspiration of creating jobs goes handin-hand with her larger goal of creating a more inclusive hair industry that provides an excellent standard of care for natural hair in South Africa. Helping her clients to embrace their natural hair and access a knowledgeable, caring salon

Next on the agenda? Starting a natural hair academy to spread this knowledge further, and

experience is important to her.

opening up an industry for young professionals with the talent and passion for styling natural

"I'm still preparing, gathering information and registering with Seta [Skills Education Training Authorities], but I'm excited about the journey," she says. After all, she's adept at making things happen through her own perseverance. Speaking of her proudest moment so far, she says, "When I opened my second salon, it took a lot of strength from preparing the space to financing it out my pocket and savings to launching it." But it was the dream that she'd held in mind for a long time, and she was able to make it come true, so when her natural hair academy is up and running she'll no doubt be having another gratifying "I can't believe I did that" moment.

Cayleigh Bright







KHANYISANI NKOSI (34)

Vice-President, JP Morgan Chase & Co Sub-Saharan Africa Global Investment Banking

Khanyisani Nkosi

he 34-year-old vice president at the South African office of leading international bank JP Morgan Chase, Khanyisani Nkosi, can already look back on a career that spans his two passions: mining and finance.

In 2010, this geology and earth sciences graduate from the University of Johannesburg was promoted from an exploration geologist to an associate in the mining advisory team at Nedbank.

He was recruited by Rand Merchant Bank and retained his focus on mining, but this time with blue chip mining companies on the JSE. Fast making a name for himself in mining and finance circles, he was headhunted by the South African office of JP Morgan Chase in 2017 where he has broadened his sector focus to also include traffic management technologies and consumer and retail

Nkosi considers several massive deals he has worked on recently as some of his largest achievements, including the recently announced Naspers listing of New Co on Euronext Amsterdam and an inward listing on the JSE; Lonmin's sale to Sibanye-Stillwater resulting in the company becoming the third largest platinum group metal producer in the world; and the sale of Anglo American Plc's disposal of its Eskomtied operation to create one of the largest empowered domestic coal producers.

Despite thousands of retrenchments, the sale and closure of mine shafts and policy uncertainty in mining in recent years, he is cautiously optimistic about the direction the sector is taking as the sector remains crucial to further growth in the South Africa's economy.

Since 2016, Nkosi has also been a director in Black-owned investment company, Quartile Return Capital, which has a sole mandate to invest and grow black-owned SMMEs in South Africa. The company is a broad-based investment holding company comprised of a number of Black professionals with diverse backgrounds in finance, medicine, property, infrastructure and humanities. Nkosi is currently the chairman of the investment committee, responsible for the assets into which the company invests.

Nkosi believes that people wanting to make it in the mining sector need to have a clear vision and see the process from a holistic view. It's not just about pulling something out of the ground.

He adds that things don't just happen without the investment of time and dedication, adding that the banking industry is very different from how it operated in the past. "Deal making isn't as easy as it used to be, to build up expertise takes time, patience and dedication, older people have to take time in mentoring younger people and passing on some of their knowledge."

Nkosi is, consequently, passionate about mentoring younger colleagues to improve themselves as finance professionals and build longevity within the financial services. — Tehillah Niselow



TUMISHO NTSOANE (25)

Farmer, Telengwane Broedery



eTBoerdery

umisho Ntsoane is an academic, entrepreneur and an inspiration to the people in his community. When he started his business, Tetengwane Broedery, a farm with broiler chickens and Dorper sheep, many people were baffled by his decision. They weren't sure what place it had or whether or not it would be a success.

Today, the company is thriving and is a highly professional, successful company that he built from the ground up without any formal funding. Ntsoane put his back into creating something out of nothing, and he succeeded.

"I am inspired by life and I fundamentally believe that I need to make a difference," says Ntsoane. "I am a farmer and, to me, farming is my God-given talent that allows me to provide

food and employment to people. My goal is become a commercial farmer so I can make an even more significant contribution towards my community, job creation and food production.'

Ntsoane has been an inspiration to the youth in his village, they aspire to do big things thanks to his mentorship and passion. He has planted

the seeds of hope and passion into the hearts of those who live in his community.

"I want to take my company, Tetengwane Broedery, into the large commercial agribusiness arena over the next 10 years," he adds. "It is something that I am incredibly excited and passionate about."

When asked who has inspired and supported him as he's

built his business from scratch, Ntsoane replies: "My mother. She supported my decision to use the money she saved for tuition fees to start my company instead. She trusted in my vision and I was only 18 years old at the time. I say to all young South Africans looking to follow their dreams that they find their passion and remember that this passion fuels life."

— Tamsin Oxford

NEKHAMAH MAGABANE (30)

Restaurant owner & Manager, Conscious 108



© econscious108

hirty-year-old Nekhamah Magabane is the owner of a neat and on-trend vegan restaurant in Greenside, Johannesburg, called Conscious 108. It has been a successful endeavour for more than five years and Magabane regularly runs events designed to spread awareness of a healthy lifestyle. The restaurant is her passion project and one that she fervently believes in.

"I love food and creating beautiful looking food," says Magabane. "With my restaurant, I hope I am able to show people how healthy and cruelty-free food does not have to be plain and boring. It can be beautiful and fun and delicious."

Inspired by her love of food and her family and community, Magabane is aiming to take her vegan restaurant into a franchise model. She wants to expand its reach and its availability across the country and showcase how vegan can be just as tasty and accessible as any other type

"I also want to build an education centre that teaches people about the importance of being vegan and the benefits of this healthy way of eating and living," she says. "It is an important part



of taking care of yourself and your body."

Throughout her journey to restaurant success, Magabane has been supported by her African Hebrew family, her community and her husband, Moroko Wiseman.

"He has been there through the ups and the downs, the emotional breakdowns and the breakthroughs," she says. "For anyone who plans on exploring their own passions and dreams, I advise them to never let other people or situations stop them. It is also important that you plan and execute carefully - be consistent in your work. Finally, I also think it is incredibly important that people remember to be kind to themselves - there is only one of you." - Tamsin Oxford

MELAO MASHALE (34)

Head of Enterprise IoT (Internet of Things), MTN



in Melao Mashale

hile there are concerns that South Africa is falling behind technologically and is not prepared for the Fourth Industrial Revolution, Melao Mashale prefers to see the issue from a "glass halffull" perspective.

Having spent his entire career in the business application of IT, he describes South Africa's creations as customer orientated, as the country does not have the luxury that developed economies do of working on projects "just because they're cool".

He also says that some projects created in wealthier countries fail to take slower internet speeds in rural areas or cost into account, while South African innovations are robust and designed to handle several

He work on the local IoT (Internet of Things) Conference and Awards, which looks for people creating cuttingedge solutions in the hopes of partnering with them and taking their ideas to market. Both of the finalists in South Africa won global awards at an IoT conference in Silicon Valley, United States.

Mashale started out as an intern at Accenture, where he worked on the Cell C account,

and his interest for telecommunications was piqued. He has more than 12 years of experience in bringing new, disruptive



products and services to market in Africa through his tenures at companies such as MTN Business, MTN SA and Ericsson.

Mashale, whose voice clearly conveys his passion for digital change, says that being in the telecoms business allows his work to touch many people on a daily basis: "You can see it in the real world, you're not just pressing buttons on a screen."

He gives the example

loT connecting and monetising existing infrastructure such as streetlights for WiFi hotspots; traffic and crime cameras are the next step for digital adoption.

Mashale shared this idea and others with the commission on the Fourth Industrial Revolution appointed by President Cyril Ramaphosa earlier in 2019, and they are building his suggestions into their report.

Despite being positive about South Africa's IT development, Mashale is concerned about the unbundling of spectrum which has hampered faster internet and driven up data

"South Africa hasn't been allocated 4G spectrum; mobile companies have to use double the infrastructure to mine 2G and 3G to create a 4G-like experience," Mashale

There have been several promises and postponement by government to fast track the allocation of spectrum.

Mashale warns that in this aspect, South Africa risks falling behind Rwanda and the rest of the world, which is preparing for 5G. This high-speed internet connection will allow cars to communicate with each other on the road and other infrastructure.

— Tehillah Niselon







BRADWIN ROPER (34) CEO FNB Lesotho



@BradwinRoper

he 34-year-old chief executive of First National Bank in Lesotho Bradwin Roper, counts his corporate ninja mother and serial entrepreneur father as the wind beneath his rise to head up FNB. "I was raised by two powerhouse parents ... which gave me an advantage in the corporate world," he says.

The family moved out of Eldorado Park, East of Johannesburg, a township designated by the apartheid government for the coloured community, when Roper was a teenager. He matriculated from Dainfern College, one of the richest schools in the country. He credits the contrasts in his life for developing his ability to relate to "South Africans from every background".

"I've never forgotten the value of a rand, I try to be as humble as possible," Roper says, recounting



his climb of the corporate ladder at the banking

He cites the formula: Happiness equals reality minus expectations as his mantra and has kept his expectations low. "It's unfathomable the places that I find myself", he grins.

However, being chief executive of FNB's Lesotho division at just 34 years old also requires

a great deal of sacrifice.

"There's a certain level of decorum ... the buck stops with me. I'm the responsible officer, if things go pear shaped, I could go to jail, it's an incredible amount of pressure," Roper says.

As a coping mechanism, he has latched onto a heathy lifestyle, training six days a week, practicing yoga and hiking in the mountains Lesotho is famous for.

"I'm trying to break the mould that you need to work 16 hours a day to be an effective CEO and I try to lead by example," he adds. He sees the workplace of the future as increasingly flexible and is opposed to "employees clocking in for 12 hours but only being present for two."

As banking increasingly moves online, shutting branches and forcing mass layoffs, Roper says FNB has almost stopped identifying as a bank. He cites the company's mobile offerings through FNB Connect and eBucks Rewards system as proof that the financial services company is evolving into a "platform".

But Roper never set out to be a banker. Indeed, his first degree is in chemical engineering from the University of Cape Town. The intersection of technology and traditional banking allow Roper to flex his engineering skills as the company insources all its IT functions, and

Roper credits his chemical engineering background with a four year heavy emphasis on mathematics for teaching him to solve daily problems in the corporate world of finance.

"The skill set is transferable in any industry ... which is hugely valuable, given how transient the world has become," he says. — Tehillah Niselow

■im Shier has spent the past 12 years of his life launching businesses and nonprofit organisations across South Africa. Each has become a success; each focuses on a variety of themes that range from increasing social cohesion to saving farmers from sheep theft and predation. He has also developed an online competition engine that donates more than R200 000 to various charities each year. In addition to all of this, Shier lectures at Oxford University in the field of disruptive marketing and financial technology.

"I am inspired by the idea of creating something out of nothing," he says. "What develops and inspires me is the process of validating a

TIM SHIER (34) Founder & CEO Burning Bennu



in Tim Shier

preposterous idea and either succeeding in uncharted waters or learning uniquely valuable lessons from failures."

Shier describes his role as inventor, enabler, learner and janitor. He doesn't believe that job titles accurately reflect the value of roles but rather the ability to behave with agility is what is of value in a world of rapid change.

"I have tried to diversity my business interests by finding opportunities that feed my desire for varied learning," he says. "This has proven a useful tactic in scaling my time and by prioritising sustainability over profit I am now able to make a more direct and connected contribution to the societies I live in."

Over the past four years, Shier has founded 16 businesses of which 12 have remained active. He plans to apply and share the learnings he has gathered during his lifetime to build a community of future-focused, like-minded individuals.

"There is more opportunity in Africa than anywhere else in the world," he concludes. "Don't go anywhere. For young South Africans' dreaming of success I recommend you pick an African problem that resonates with your values and find a way of solving it. Then repeat the process. It doesn't matter how fast you're moving, as long as you don't stop." — Tamsin Oxford

WANDILE SIHLOBO (28)

Chief Economist, Agricultural Business Chamber of South Africa



🔋 eWandileSihlobo

andile Sihlobo is the chief economist of the Agricultural Business Chamber of South Africa and a commissioner at the International Trade Administration Commission of South Africa. He is a columnist for Business Day, Fin24 and Farmer's Weekly and runs his own blog, Agricultural Economics, which analyses the trends in South Africa's various agricultural commodities. At only 28, Sihlobo has a significant body of work and experience behind him, and he already sits with the leaders of the country to build reform policies for South

"I spend a lot of time in agricultural economic research, which often informs policies and programmes that South Africa's private and public sectors embark on," says Sihlobo. "I am also involved in advisory positions such as the Presidential panel on land reform and agriculture, and I play a part in public service."

Sihlobo enjoys conducting public debates through the platforms he writes for, discussing the agricultural matters that affect South Africa and its industry. He believes that the

corporates in South Africa. "I've been

incredibly lucky," Tshifularo says. While

his strength lay in maths, science and

particularly physics at school, he soon

Services in 2017 and

became general



agricultural sector needs to be seen not just as a part of livelihood and food security, but as a strategic sector of the economy across Africa.

"I would like to play a more active role in policymaking in an effort to ensure we have a solid, competitive and growing agricultural economy," concludes Sihlobo. "This is with the hope that whatever I am doing, it will assist in boosting rural economies and providing much-needed employment. I also want to play a role in other important sectors of the economy, sectors that will help us to move our society forward."

With this level of passion, foresight and insight, it is very likely that Sihlobo will achieve his goals and dreams in short order - he has ticked so many boxes already. — Tamsin

MAANDA TSHIFULARO (33) Head, Dial direct Insurance

Maanda Tshifularo

s you can see, I love knowledge and learning; I pretty much study all the time," Maanda Tshifularo says about his five degrees and postgraduate diplomas. He is also pursuing a PhD at the University of Johannesburg, which involves finding financial solutions through artificial intelligence.

Learning was Tshifularo's ticket out of rural Begwa village, close to Thoyondou in Limpopo. His single mother, who worked as a domestic worker, sometimes came home with just R300 a month for her three children.

"It was incredibly hard — my mom was a maid

- I had to travel really far to go to school, and didn't have much to eat," Tshifularo recalls

His love for reading and learning, often while sitting under trees, ensured that he passed matric with five distinctions and was awarded a bursary to study chemical engineering at the University of Cape Town.

He describes going to university as a culture shock, having come from a small village. Tshifularo says he had never seen a lift before and did not know how to operate it, or eat with a knife

From the rural village, his career has taken him to working in some of the top



manager of operations at 1Life Insurance before being promoted to Dialdirect insurance, where he specialises in short-term cover such as car and home insurance.

He says his career in financial services has now spanned the three major areas of insurance, life, health and short-term cover and he is passionate about this sector, while also doing his PhD to research the industry further.

"Some people know from a very young age what they want to do; for me it was a long and winding road," Tshifularo explains.

In the hopes of giving young people exposure to the diversity of careers out there, Tshifularo produces a weekly podcast called SuperLead (www.superlead.org) where he interviews professionals ranging from pastors to bankers.

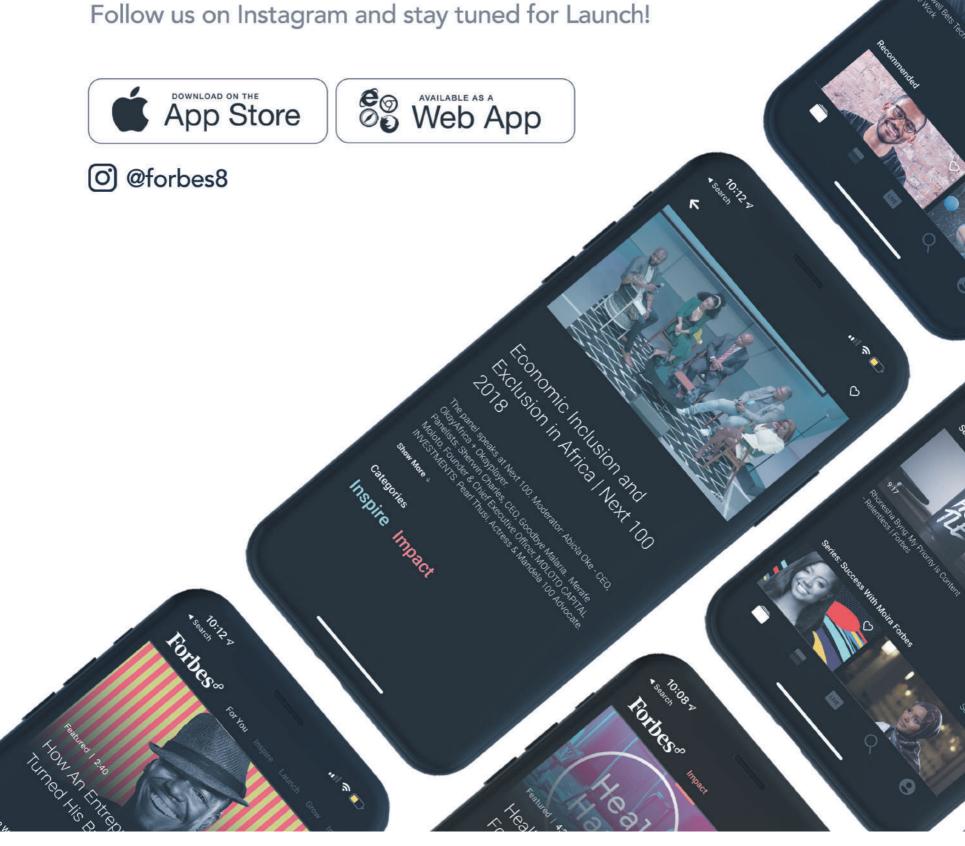
"Hopefully they won't meander as much as I did," Tshifularo says about his passion project, which he slots in between his pressured work and study schedule. — Tehillah Niselow

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izwe Mkwanazi, who is studying for his PhD at Oxford University, says his academic path happened "really by accident" because he obtained his matric equivalency from a TVET college. Mkhwanazi had to receive a ministerial permit to study at the University of Johannesburg (UJ), having previously obtained technical qualifications in Standerton, Mpumalanga, where his grandparents raised him.

He left school in grade nine and completed his education at a TVET college, working as a gardener in his spare time to fund his studies. Today, he confidently walks the hallowed halls of Oxford as a doctoral candidate. After his PhD, Mkwanazi plans to remain within the academic field and become a Professor of Entrepreneurship Education; he's set his sights on doing this at Harvard University Business School in the US. .

Mkhwanazi is not just an academic and he has experience under his belt in

entrepreneurship, having set up a recycling enterprise himself. He became interested in the technical aspects of entrepreneurship while tutoring undergraduates at UJ. During that period, he also established the Youth for Action Rural Youth Development

Mkwanazi was appointed by Enactus, University of Johannesburg and Enactus South Africa as a co-faculty advisor for the university team in 2015, and he worked closely with the faculty advisor to bring entrepreneurship education

into university modules. Enactus





Sizwe Mkwanazi

is an international organisation that connects academia and business through entrepreneurialbased projects that empower graduates.

Through Mkwanazi's intervention, students doing community service work with people from other disciplines and partner with identified co-operatives and SMMEs in a guided way.

His focus on entrepreneurship education stems from his belief that the business community should work with academics to prepare graduates to forge their own paths. Mkwanazi maintains that entrepreneurship should be taught as a subject at university, like economics.

Mkwanazi's PhD topic examines ecosystems and collaboration in the field of entrepreneurship education. "I think that academia has [a] responsibility to create ecosystems to start your own business and programmes," Mkwanazi says. Politicians often speak about entrepreneurship and young people starting their own businesses as a panacea

> to the country's soaring unemployment rate. Mkwanazi says more credible research is needed to understand the contexts in which businesses are established and which factors drive

> > Tehillah Niselow

the National Empowerment Fund ■ (NEF) and in she is charge of the uMnotho Fund that deals with acquisitions, new ventures and expansions. A Chartered Accountant who studied at the University of Johannesburg, she leads a team of 15 investment professionals, carrying out the mandate to improve access

ama Khanyile is a fund manager at

ZAMA KHANYILE (34) Fund Manager, National Empowerment Fund (NEF)



ezamakhanyile_ca_sa

to capital for Black-owned entities, and she oversees the NEF's women empowerment fund that finances businesses that are majority owned and managed by Black women. She sits on a number of boards including that of Qumbu Mall and the non-profit organisation African Women Chartered Accountants, of which she is the president

"My role is to increase the number of Black female chartered accountants and to implement initiatives that support them in their journey to qualifying, eventually becoming formidable and ethical leaders," she says.

Khanyile is committed to making a difference in the lives of young, Black upcoming chartered accountants and has focused her efforts on making this happen. She plans to continue her own personal growth as a responsible leader and wants to keep on converting her success into significance.

"My family has always been supportive of me and I have had a few women help me find my feet," she says.

When asked what advice she would give to young South Africans looking to pursue their goals, she says: "Opportunity often comes dressed as a challenge. You must be prepared to work and to rise to the occasion when the opportunities come to you."

- Tamsin Oxford



THAPELO MMUSINYANE (35)

Head: Real Estate, Ethekweni Metropolitan Municipality



Thapelo Mmusinyane

hapelo Mmusinyane is a property developer with more than 14 years of experience in the business industry. A vibrant entrepreneur, he is currently head of the real estate unit at Ethekweni metropolitan municipality, a role he has achieved thanks to hard work and commitment to his future. From the Taung Village in the North West, Mmusinyane is an inspiration to others who come from rural areas, following their passion in the city.

"I am inspired by people's stories of creating the possible from the impossible," says Mmusinyane. "When I hear a story of someone who came from nothing and who overcame the odds by working hard and staying focused, that inspires me."

Mmusinyane manages the municipality's real estate portfolio that is valued at an estimated R10-billion. This includes the preparation and maintenance of the valuation roll which generates in excess of R7-billion per annum for the municipality.



"I am passionate about real estate in general and believe it is my calling," he says. "I want to improve the productivity and management of public sector real estate through active demand management and strategic policy. I also want to enhance transparency through modernisation of municipal asset registers."

The person who has most inspired Mmusinyane is his uncle, Joe Ralokwakweng, as he provided him with a roadmap of who he could be if he worked hard and was passionate about what he did. His brother, Dr Boitumelo Mmusinyane also pushed him towards real estate, believing in his abilities and potential.

"My wife Nthabiseng Mmusinyane has always given me her unwavering support and encouragement and encouraged me to follow my dreams," he concludes. "And the one piece of advice I would give to any young South Africans looking to follow their dream is - keep them alive and have faith in yourself."

—Tamsin Oxford

NIPHO MSIBI (28)

Entrepreneur



s a chartered accountant and equity analyst, Nonhlakanipho (Nipho) Msibi was set for a comfortable life in corporate but she was determined to live a life of ser-

vice. She hails from Soweto, and her upbringing instilled in her a passion for economic and social development and a desire to empower the youth in her community. Her list of awards and degrees is an enviable testament to her professional skills and commitment to economic advancement. She is an ardent believer in leveraging private

capital for public good, and she was awarded the prestigious African Women in Public Service Fellowship by the Oprah Winfrey Foundation two years

ago to study towards a master's degree at New York University.

Her vision of being a change agent dates to her undergraduate studies at the University of Johannesburg. Msibi started her non-profit organization, Keynetics, to equip the youth in disadvantaged communities with entrepreneurial and life skills. She interacted with many people in communities who did not know about the various degrees they could study at university. Through Keynetics she was honoured with the Abe Bailey Travel Award to England, for her strong leadership qualities and service ethic. She also represented South Africa in Belgium at the European Parliament, addressing 300 global leaders on issues affecting the youth

Msibi weaves her background and personal story of climbing the corporate ladder into her dream of empowering others. She brings a unique perspective to the social development space, combining her experience and skill set of working in the private sector with that of running her own non-profit organisation.

She was selected to participate in the StartingBloc Institute in New York. The organisation brings together change leaders and social innovators from across the world for an intensive training program in social innovation, lean prototyping, design thinking, and lean-launching startups. Msibi laughingly recounts that the most difficult part of adjusting to life in the Big Apple was the weather — freezing cold winters and snow, which made her long for home.

While currently based in New York, Msibi remains committed to South Africa, with plans to continue to improve and empower lives through various impact investments. She is a co-founder of a technology start-up called AstroFarm, an agritech start-up based in the US and in South Africa that is helping farmers farm better by providing them with the technological tools to help them increase their yield, lower risks and optimise their resources. — Tamsin Oxford







GUGU NKABINDE (35) Founder, Gugu Inlimates

📔 egugu_n

ugu Nkabinde has launched Africa's first skin-coloured underwear range, Gugu Intimates, driven by the insight that representation in key categories such as underwear is vital. In the year since its launch, Gugu Intimates has disrupted the undergarments industry as a result of Nkabinde's understanding of how carefully thought-out clothing can support and expand women's confidence.

As a brand strategist, Nkabinde identified an important insight: in South Africa and Africa at large, the idea of "skin colour" or "nude" is often an inaccuracy — those terms have tended to describe pale, peachy tones in the undergarment section. This left women of colour with little in the way of underwear options that didn't show through sheer or white clothing and ruin its effect. Describing herself as "obsessed with



insights that drive businesses, industries and brands," Nkabinde decided to create the solution in the form of Africa's first truly skin-coloured underwear range.

She drew on her experience in the

makeup industry, and thought about the process of blending and matching makeup to specific skin tones, and asked herself: "If I can match my makeup, why can't I match my underwear?" Once she'd posed this question on behalf of the Black women who would become her customers, it was time to identify the tones that would be most useful to the market, and find the production partners who could bring her vision to life to the standard she had in mind.

Among Nkabinde's accolades is the Sanlam Handmade Contemporary Fair Elle Decoration Award for Best Product that she received in 2018, but it's safe to say that it's her customers' reception of her product that is the best testament to its value. The initial Gugu Intimates range of five nude shades is already distributed in four outlets in South Africa, one in Zimbabwe, and another in Brooklyn, New York - with more

While her product is often imitated, and she recognises that this could indeed be the start of a positive trend of inclusivity if well-executed; there's little competition in terms of a brand that offers a similarly empowering narrative to its customers along with such a well-made product. "The product had to be created by someone who cared enough," she says of her entrepreneurial journey so far, and it's this genuine empathy that has proved even more valuable than her business insights.

— Cayliegh Bright

TEBOGO MOKWENA (25)

Co-founder & Chief Technology Officer, Akiba Digital

📺 Tebogo Mokwena

killed software engineer and entrepreneur Tebogo Mokwena has taken part in some significant moments throughout her dynamic career. She was part of the team that built the first digital bank in Southeast Asia; she has cofounded a financial technology company,



Akiba Digital; and she completed a triple major in biochemistry, computer science and genetics at the University of Cape Town and the University of California, simultaneously. Furthermore, she is the owner of digital consulting firm, Bold, and a fellow at the Peace Revolution African Fellowship.

"My role today as an African female entrepreneur with software engineering expertise is to make use of technology to create experiences that fundamentally make the lives of Africans better," she says. "I hope my contribution to Africa will empower women and others so that they push the boundaries of what is deemed possible."

Mokwena's plans for the future are as bold and bright as she is. Her plan is to spin up highly innovative technology startups led by women, start-ups that solve social challenges in new ways. She wants to create an innovation consortium that brings together African innovators across different industries and sectors to engineer world class products.

"I want to solve specific social problems such as health, education, security and finance for Africans," she says. "We need more young women in technology, creating and building new things and pushing boundaries. The software engineering space is highly dominated by men and for this to change, we need to be at the table. We need to participate and cocreate the narrative."

For women looking to change their lives as they move forward, Mokwena says: "Start learning how to code now. This is how you will learn to think of solutions. The beauty of technology is that it is created and shaped into anything by creativity and that is something we all have." — Tamsin Oxford

NOLO MASITE (34)

Founding Executive Director, Mila Yarona Holdings



in Nolo Masite

hese days, Nolo Masite is not afraid to get his hands dirty with Mila Yarona Holdings, which has a portfolio of commercial farms focusing on citrus fruit, apples and pears, tomatoes and blueberries. "I call myself a corporate farmer," Masite jokes, on his way back from picking fruit on one of the citrus farms in the Western Cape it is invested in.



Mila Yarona Holdings one of the first Black-owned private equity funds focusing on agriculture. It is also majority womenowned and controlled with its subsidiary African Green Alpha.

Masite is amongst the new generation of Black professionals who are contributing their skill sets in the investment sector by contributing to food security, supporting Black farmers and growing agricultural businesses, particularly in a time when the land is is such a controversial issue. Mila Yarona's investments in agriculture allow Masite to combine his business and accounting acumen with his expertise in agriculture.

Masite began his professional career with KPMG, in the mining assurance division, as a trainee accountant. After a stint at Sasol, he joined British American Tobacco (BAT), where he held various roles across the group both locally and globally, the highlight of which was his appointment as corporate finance & mergers and acquisitions manager in the southern African region. He was later appointed treasurer for BAT's southern region. Masite then joined Remgro within its investment unit, with a key focus on unlisted investments and the food agri portfolio.

"People forget that British American Tobacco is primarily a farming business; I have always been in agriculture," Masite says.

The agricultural sector's future is seen as uncertain as the legislation to allow for expropriation without compensation makes its way through Parliament.

Masite believes, as a businessman and investor, that the difficulties experienced in the agricultural sector are creating enormous potential, especially for growing black enterprises. "There's always uncertainty in every sector — uncertainty creates opportunities," he says.— Tehillah Niselow

XOLISA NQODI (32)

Managing Director of Shesha Tuks



🔋 @TukTukGent

olisa Nqodi is a 32-year-old entrepreneur based in Johannesburg. He is managing director of Shesha Tuks, a mobile advertising and transport company that was founded in 2013. The



company has a fleet of eco-friendly Tuk-Tuks that transport people across the cities of Johannesburg and Pretoria. It's a sassy solution to the public transport problem, but the sass doesn't end there. The Tuk-Tuks also provide customers with mobile advertising and branding opportunities. Since the company started, it has grown to a fleet of 53 Tuk-Tuks as well as 57 staff and Nqodi plans to grow his company in Cape Town, Port Elizabeth and Durban in the near future.

"I am inspired by the talent we have in our country and the optimism we have, irrespective of race, colour or creed," he

"Our dreadful past is, in itself, an inspiration that teaches us and future generations that never again shall we be limited by our own ignorance but understand the true value of our collective existence."

Nqodi feels that he learns about people and business every day, using this inspiration to drive him even further in his business and his goals. His plans are to diversify his existing business model and to expand into other areas outside of Gauteng allowing for the company to continue its impressive growth trajectory.

"I have drawn inspiration from various people in my journey but the one person who stands the tallest is my best friend and older sister," says Nqodi. "She has always believed in my potential and shown relentless faith in me. Her enthusiasm about life in general has always been an inspiration to me and, to this day, she continues to be a beacon of positivity."

When asked what advice he would give to other young South Africans entering the city in search of their dreams, Nqobi says: "Walk your own journey, pick your fights wisely and believe in yourself a lot. Be prepared to fail and learn, always be willing to listen, and really just don't give up."

Ngodi's bright vision for his future isn't dimming as the young entrepreneur takes his company to new and impressive heights. He remains firm in the belief that South Africans should always inspire and learn from one another as that way lies a successful future. — Tamsin Oxford







JAMES WILKINSON (35)

Head of Business Optimisation, Foschini Group

James R. Wilkinson

he 35-year-old head of business optimisation at the Foschini Group, James Wilkinson regards himself as an "unlikely accountant" but always wanted to study the subject and has a strong fascination for numbers. He has also seen the significance of accounting and analytics as a decision-making

However it is not all about the bottom line for this business science University of Cape Town graduate who is also a Chartered Accountant, having previously held the position of group general manager at Distell. He is passionate about big business transforming supply chains to benefit small, medium and micro-sized enterprises (SMMEs). He believes the shocking employment statistics in the country will not be solved by big business or government but by job creation in SMMEs.

He says the common myth is that the biggest obstacle to SMMEs is capital or financing; he argues that it is, in fact, access to market.

"We need to rethink supply chains: big businesses usually want to trade with other big businesses because they see this as frictionless, we need to redesign procurement processes," he

Wilkinson adds that small businesses can often be more cost effective or have a faster turnaround time than bigger companies and firms need to be creative about these opportunities.

"It's almost a moral obligation of big businesses in South Africa to find a way to create jobs in

their supply chains," he says. Traditional accounting once seen as a highly secure career is now facing major innovation from new technologies such as artificial intelligence. This is where Wilkinson sees the opportunity for himself and the industry to reposition itself.

"The challenge to modern accountants is whether they want to be in the engine room or on the bridge," he explains.

He jokes that he has probably never passed a journal entry as a traditional accountant would, in his professional career and rather sees himself in a business context.

"There is quite a heavy technology component in how do we optimise and operate traditional accounting processes" he says.

He is passionate about the future of retail in South Africa and the Foschini Group's future despite the reality that other large high-street chains in developed countries are feel the brunt of internet shopping.

"Africa is a unique place, successful retailers of the future will know their customer very well," he says adding that he foresees a future for 'brick and mortar' retailers coupled with online ones. He cites the race and innovation for the last mile of delivery in South Africa as a critical challenge and opportunity.

- Tehillah Niselow

MOELETSI MIRAGE TAIWE

Farmer



Moeletsi Mirage Taiwe

oeletsi Mirage Taiwe left the bright lights of Johannesburg, shortly after completing her BA at the University of Johannesburg and returned home to Dennilton, Limpopo, where her father is a small-scale farmer.

"Once I finished my degree in 2016 and came home ... I realised the amount of poverty around me and started to do small projects," Moeletsi

She went on to do a technical course in crop production at the Buhle Farmers' Academy, where she learned the practicalities of becoming

Her nine hectare cotton and bean farm employs four permanent workers and 30 seasonal pickers on land that formed part of a government redistribution programme in 2002.

Agriculture has a waning allure for young people, who turn to cities for employment or educational opportunities, but Moeletsi has a different view

"Money is all the same, if you are in the city or on a farm. It is pointless for me to live in the city if I cannot find employment. I would rather go home, find a job and even create a job. I'd also love to be in the city and wear heels but passion took me into farming," she says.

As a young Black woman, Moeletsi says it was extremely difficult to enter farming and she had to lean on older, white commercial farmers for



advice, technical support and equipment. She also leads much older staff members, often standing in the sun all day with them during

Moeletsi says capital is limited and she helps with the manual labour to try to save on costs.

Cotton, which is her farm's main output, is planted in November and harvested in about May. Moeletsi find cotton to be a valuable agricultural product because few farmers in South Africa

She has not received financial assistance from the government to date but she is planning to ask for more land to lease from the state because her vision is to increase her cotton output.

— Tehillah Niselow

KAGISO SEBEDIELA (29)

Chef & owner, Freedom's Kitchin



🔃 efreedomskitchin

agiso Sebediela says his love of cooking was inspired by his mother. The chef and owner of Freedom's Kitchin says he was a "mama's boy" and would spend hours in the kitchen with his mother. His journey evolved from watching his mother cook on Sundays to eventually preparing the family meals himself.

"I loved cooking so much that I was the only one doing so in varsity," he says. For Sebediela, cooking was a "means to sit around a table and converse over a modestly good meal."

Cooking is a very communal activity, which is why Sebediela was attracted to it. Even as a young man, he says he always loved people and sharing his experiences with them. "This dates back to my primary school days, where I loved telling stories and visiting friends' homes and allowing myself to be immersed in their culture in order to share my own with them," he says.

His company Freedom's Kitchin is a food solutions business based in Johannesburg. It was born out of a deep desire to share great food with friends. Freedoms Kitchin's motto is "we believe that innovating in the food space keeps us critical and keeps us top of mind".

Sebediela started the company in his final year of university. He was completing his degree in biochemistry and psychology while working as a behavioural therapist at the same time. Freedoms Kitchin started as a service to campus students in 2012. It was conducted using Twitter. "We were



cooking 80 meals that Sunday on a two-plate stove. Total madness, I tell you."

From humble origins to the business he now owns, Sebediela has no intention of stopping. His next goal is to achieve a multifaceted business in the food space.

He is all about expanding in the future; he wants to run a company with a nationwide footprint. He hopes his business will expand to deliver meals to people's homes through the many platforms available through technology.

While Sebediela obviously has a deep passion for food and cooking, he says he loves music even more. "I love music more than I love food and intend to pursue this in my spare time."

— Fatima Moosa

KLOPPER (35)

Chief Executive, hearX Group



eNicKlopper

he hearX Group, at the forefront of providing digital healthcare in audiology, is self-described 34-year-old serial entrepreneur Nic Klopper's seventh business. Born and schooled in Bloemfontein, he started out selling computers during his time at University of Pretoria, and he has morphed into the founder of one of South Africa's largest craft and business scrapbooks. He also founded a 3D printing firm and manufacturing lab.

Klopper speaks passionately about the issues surrounding hearing loss and the lack of access to healthy hearing in developing countries for this disability. He cites the dearth of audiologists in South Africa specifically and the rest of the African continent, compared to the situation in the

test on a smartphone application with

United States, for instance.

"Hearing loss increases as we age, it's a pandemic, there are massive side effects, including isolation, depression and increased risk of dementia," he says, explaining how he founded the hearX Group with the aim to make healthy hearing accessible. Hearings tests and aids have prohibitively high costs. The company offers a free hearing

> specially calibrated headphones There is a simple interface for communities to test hearing; and then the system

links people to hearings services. To date, close to 60 000 hearing examinations have been conducted, and audiologists have received more clients based on referrals from the app.

Yet, there is still a massive gap with people unable to afford hearing aids. Klopper says that the hearX Group is in the early stages of partnering with companies to offer low cost options.

As a disruptor in medical technology, Klopper believes there will always be a place for medical professionals while healthcare services should become decentralised and democratised through

"One hearing specialist per million people is not enough. Specialised technology amplifies their skills," he adds.

Having been in existence for two and a half years, the hearX Group employs 50 people, with offices in Pretoria and Kuala Lumpur, Malaysia. Sixty percent of all its employees have a technical background and the rest are medical; the average age is 29.

"We love what we are doing," says Klopper, adding that every quarter, the staff members are mandated to go directly into the communities to interact with people.

- Tehillah Niselow







LINDELWA SKENJANA (31) Head of Digital Adoption, Old Mulual

in Lindelwa Skenjana

s a graduate trainee in marketing at MTN, Lindelwa Skenjana wanted to study something that would bridge technology and development.

"I wanted to learn and use technology to make the continent better, the dream was either the World Bank, the International Monetary Fund or the United Nations," Skenjana says of her time after completing her Masters at the University of Manchester.

When she came back to South Africa, she went into the corporate world, joining Old Mutual in 2013. She held several jobs in the financial services giant, including being a marketing consultant, before being appointed as the marketing and stakeholder relations manager for the Masisizane Fund.

The fund aims to provide development finance and business support to small, medium and micro enterprise businesses, with an ownership



of 51% by previously disadvantaged individuals, in the agriculture, franchise, supply chain and manufacturing sectors.

When Skenjana took up at the job at the Masisizane Fund, it had no digital footprint. She had to start from scratch, setting up a website and a social media presence.

Being at the coalface of marketing innovation, Skenjana was promoted to Old Mutual's head of digital innovation just two years later, at the beginning of June 2019.

She speaks firmly about the power that consumers now have in the palm of their hands by way of their smartphones, to check their funeral

policies and other financial services Old Mutual

"As much as people like to look at the West for technological evolution, there is great pick up in West and East Africa; the South African market is a bit slower in trusting," she says.

Skenjana believes the fast pace of digital adoption in financial services on the continent forces companies such as Old Mutual to look around Africa for best practice in artificial intelligence and robotics.

She and a friend formed the Mbewu Movement, a young professional women's social dialogue forum, in 2012 after several young colleagues approached her for mentoring opportunities.

The forum leaned on the co-founders' extended networks to hold successful pioneering sessions that included frank conversations about the difficulties women face in rising to the top of their professions.

For the future of information and communications technology policy Skenjana believes a lot more should be done than merely dropping laptops at schools. She advocates for "out of the box thinking", including public schools having direct links to private schools so that resources such as computer labs can be shared.

— Tehillah Niselow



DINEO LIOMA (29)

Entrepreneur

in Dineo Lioma

t just 29, Dineo Lioma is a scientist and astute businesswomen, having founded three companies in the scientific sphere. She counts as inspiration her exposure to the commercial aspect of science while studying towards her MPhil degree in microtechnology and nanotechnology at Cambridge University in the United Kingdom.

"I learned quite a lot; I really saw how powerful science can be to change the world. I got an offer to do a PhD there but I thought to come home and impact South Africa. I've seen how universities and business can work together," Lioma says.

She describes nanotechnology as the study of very small particles on a Nano scale. "Imagine a strand of hair and splitting that strand."

Coming back to South Africa, Lioma founded Deep Medical Therapeutics, which leverages the power of artificial intelligence (AI) in the medical

"Drug resistance diseases mutate and people can develop drug resistance if they don't take drugs correctly. We can use artificial intelligence technology to pick up drug resistance unique genetic strains," Lioma explains.

She presented the concept to IBM, which helped the fledgling company develop a software platform.

Deep Medical Therapeutics plans to reduce the time people spend waiting for their results to come back from the laboratory. It can take up to three weeks and during this period the disease could spread. Lioma's brainchild will have a turnaround time of a maximum of 48 hours and have on-site diagnosis.

But, Lioma says the health sphere is heavily regulated and while they await the go-ahead to perform clinical trials, the first pilot is likely to be performed by the end of 2019.

Lioma also runs CapeBio Technologies, a spinoff company from the Council of Scientific and Industrial Research.

She and her co-founder mine genetic information from nature and create reagent (a substance used during a chemical reaction) to cut, clone or manipulate DNA. The products are mainly used in pathology labs and the company relies on the biodiversity hotspots, such as the Western Cape, for sourcing material.

South Africa currently imports all reagent enzymes and it is exciting that there will be locally developed products, says Lioma.

Coming into contact daily with huge amounts of data, Lioma believes government urgently needs to work on policies and regulatory frameworks regarding the storage and use of people's personal information.

"Data is almost becoming a commodity, we don't want people collecting samples and doing all kinds of strange things with it," she says.

— Tehillah Niselow

NOMALUNGELO STOFILE (29)

Entrepreneur, Bella Scene Wines



O NomAfrique

feel like I've always been an entrepreneur, looking at how I can get more involved," 29-year-old Nomalungelo Stofile says of the two companies she has established.

Her father used to work for mining giant De Beers as the head of a training facility and he wanted her to get into the beneficiation of diamonds, taking them from their mined state to

After he died in 2014, Stofile looked for a way to connect to him and she did this through diamonds.

She went for training on the technical aspects of cutting and polishing diamonds at the Diamond Education College and the State Diamond Trader.

While she was learning this entirely different skill set she was also hunting for funding and investment and only began to trade in earnest in

Stofile buys the diamonds from the State Diamond Trader, which means they are ethically sourced. This entails evaluating the rough diamond to see whether she will be able to make profit from them.

Despite the laborious process of cutting and

polishing the gems, Stofile finds its relaxing and "highly beautiful" to see the end product.

"Depends on the source and clarity. This can take up to a few weeks and then you need to source a market for the diamond. I also sometimes work with a jeweller to create the final product, "she says.

"I'm really passionate about wine as well. I didn't know there were actuallyBlack people who made wine and it was sparked from travelling around Africa. I'd visit the DRC [Democratic Republic of Congo] and I'd be asked to source some South African wine."

She spoke to wine farmers and discussed the possibility of getting into the business. It was then that she realised there were Black-owned wine

Stofile attended wine training courses to learn the basics of the industry, from vineyard to distribution.

A number of wine brands don't own a farm and instead buy grapes from farmers. Her own wine brand, Bellascene Wines, works with a wine estate. But she's looking into having her own cellar within two years.

Bellascene produces red wines —shiraz, merlot and a Cabernet Merlot blend.

"I've invested a lot in the quality of the wine and aesthetic of the wine brand. It's difficult to have in every element of the chain, warehouse and the wine," Stofile says.

She is trying to get Bellascene Wines into several restaurants and wine cellars. But, she says, the



industry is not used to a high-end wine product being sold by a young Black female. "I end up being questioned a lot about my knowledge of wine ... I have to try to build that trust."

Between focusing on her wine brand in the Western Cape and diamond business in Johannesburg, Stofile says she doesn't have much of a life outside of work, but she but hopes this will change with time.

— Tehillah Niselow

LUCIA MASEKO Brand Integration for Nike Africa



Lucia Maseko

s head of brand integration for Nike Africa, Lucia Maseko leads the creative, digital and visual aspect of the Nike brand in Africa. In her previous roles, Maseko thrived on formulating strategies that not only created revenue but also impacted the lives of end users - among them, the launch of social platforms in central West Africa, showing significant wins in consumer engagement and mobile commerce, and improving business efficiency for merchants in the rural parts of Kenya.

Maseko joined Nike Africa in 2017 as the Africa digital lead, providing guidance in crafting and executing the Africa digital strategy within the key markets of South Africa, Nigeria, Egypt, Morocco and Algeria. She ensured that each country delivered the highest standards of innovative

digital technology and design. Quickly recognised for her eagerness to learn, Maseko took on the dual role of Africa digital lead and brand communication lead, and pushed boundaries of digital-based storytelling at the intersection of sport and technology.

"The ultimate purpose of my work is to tell the narrative of sport, as sport has the ability to change lives and the world in the smallest ways," says Maseko. "I use the platform of my role at Nike to boost the achievements of all phenomenal women in sports and celebrate them within the African narrative. The greater achievement for me in my current work is being able to tell stories of sports that are close to me about women in sport."

With her team, Maseko's celebrated the



work of extraordinary women such as Caster Semenya, creating video work in which the athlete exemplifies the fact that believing in yourself pays off, and of Simi Adeagbo, the first African woman to compete in the skeleton discipline (where competitors lie prone on a sled) at the Winter Olympics. By consistently recognising the achievements of women, Lucia makes the nuanced statement that the glass ceiling does very much exist, but that women are capable of breaking through it. — Tehillah Niselow







HETTY AND PAPA BOACHIE-YIADOM (34)

Entrepreneurs



@hetty_the_entrepreneur epapa_boachie eph_boutique

usband-and-wife turned business partners Hetty and Papa Boachie-Yiadom say after finishing university they felt like they wanted to start a business together. The pair met during their first week of university and got married in 2014.

"We wanted to create some form of a legacy together," says Hetty, adding that working together is great, because she gets to create something "with her best friend".

They weren't sure what form that legacy would take and initially started importing Eygptian shirts. However, that business didn't do so well. The pair then realised the way to go was to create a business that was an authentic and true expression of who they are.

Before they started their African print business, the couple were both bankers. "We



were meant to be climbing the corporate ladder," says Papa. But reading some business self-help books drove their passion to begin their own business.

"For me, I think I'm a natural-born entrepreneur," says Hetty. The pair runs a successful boutique together: the P&H Boutique, stocking African print clothes.

Hetty says while African print clothing has

always been around, Papa and her "have revolutionised the way people shop for African print". She says they have managed to move the market for African print into shopping malls, making it more accessible for more people.

Papa goes on to say that for them entrepreneurship is important, because when it is done right, it holds that promise of a "great life for many, instead of [just] a good life".

The pair are also involved in mentorship programmes to help other aspiring entrepreneurs. Hetty says this is important to them because when they started out, they didn't have mentors at so they mostly relied on books.

"Now that we've grown our business to the point we're at, we think it's important to give back." Hetty says, adding that they want to help others to "build sustainable businesses."

The couple thinks that given the current economic situation South Africa faces, entrepreneurship is important to help with economic growth. Hetty works with women from rural areas, mentoring them with the lessons they've learnt to make a success of their

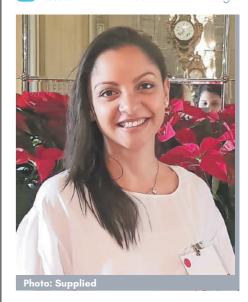
"You start to see that we need to give back, especially all the different things that we've learnt. That's what we hope to pass on through our mentoring," says Papa. - Fatima Moosa

DR CHERISE **DUNN (33)**

Cofounder of the Africa Makes 3D Printing for Development Initiative



www.africamakesfoundation.org



r Cherise Dunn is one of the pioneers bringing 3D printing, additive manufacturing and design thinking education to everyday South Africans.

Co-founder of the Africa Makes 3D Printing for Development Initiative, Dunn is a serial entrepreneur. While completing her doctoral studies in cancer research at UCT, she founded an education consultancy that provides innovative entrepreneurship programmes for unemployed youth and adults, with a focus on emerging technologies.

Dunn was also instrumental in the establishment of, and was the lead ambassador for the Durban chapter of Future Females, a movement to inspire more female entrepreneurs and better support

After researching social challenges experienced by African youth, she later cofounded the Africa Makes 3D Printing for Development Initiative. The project is a social hybrid enterprise that uses 3D printing for socioeconomic and educational development

Dunn says the initiative started as a movement to empower disadvantaged youth in Africa by upskilling them in 3D technology for the future of work in the fourth industrial revolution.

"For us, this means equipping young people and adults with greater social and emotional intelligence and the knowledge of the economic potential of exciting emerging 4IR technologies such as 3D printing and additive manufacturing. The practical implementation skills to maximise the sustainable use of this technology in their communities is then crucial. We encourage African youth to resourcefully solve their own community-specific challenges using humancentric 3D printed solutions," she says.

Recently Dunn was recognised by the US Department of State as one of the 4IR leaders in the world, and was nominated for the International Visitor Leadership Programme for Women in Entrepreneurship, the premier cultural programme offered by the US. As the only representative from South Africa, and the only techpreneur from the continent, she visited seven states during her extensive visit, engaging with numerous leading public and private organisations.

"I am passionate about making relevant technology more accessible to disadvantaged communities, and aim to encourage entrepreneurship in youth by fostering skills for success in the 4IR. I would like to encourage Africa's youth to be proactive in solving the challenges they may be facing in their lives."

-Linda Doke

SINE NDLELA (26)

Founder, Yococo



the_yococo

inenhlanhla Ndlela is the owner and founder of Yococo dairy-free ice cream. What makes her achievement remarkable is that Ndlela, at the young age of 26, didn't know anything about ice cream when she started out. She taught herself everything about the industry, how to make the ice cream, how to manufacture it, and how to distribute it — without any business background or specialised training. Today, her business is thriving and she supplies Cape Town, Durban and Johannesburg.

The women in her family inspired her with their strength and determination. She is also inspired by her love of ice cream and her vision for her future.

"I want to show that it is possible to have the words 'fun' and 'healthy' next to one



another," she laughs. "That's exactly what I am doing with Yococo dairy-free ice cream. I want to show that you can change the world and serve up love, even if it's just through one scoop at a time."

Ndlala plans to run the biggest and most fun ice cream brand in South Africa and hopes to expand her market into Germany

in the future. She wants to also use her steady growth to help support her team and to empower more

"I want to give people from rural areas the opportunity to grow in my company," she says. "I have been fortunate to meet lots of people at different stages of my journey and my mother has been with me every step of the way. I also believe that my team has carried me through all the tough times and now we

are much stronger for it. They all understand the process and put in so much."

When asked what advice she would give to young South Africans dreaming of the future, she says: "Get out of your own way, there are so many things to deal with, so don't be your own enemy."

-Tamsin Oxford

REFILOE RANTEKOA

Founder, Borotho Bakery



Refiloe_rantekoa

efiloe Rantekoa is a young entrepreneur from Soweto who operates Borotho Bakery, known for selling bread at very affordable prices for the community. The business began in the back room of his grandfather's house, where Refiloe would bake and sell a meagre twenty loaves a day at first. Now, Borotho Bakery sells around 500 loaves of bread every single day, still at an affordable price, while also having created employment for five additional people. This growth was explosive, to say the least, and Rantekoa had to exhibit considerable ingenuity when meeting this demand, even using shopping carts as a delivery mechanism to keep their clients satisfied. The story of Rantekoa and Borotho Bakery spread quickly and soon enough Thomson's Reuters, an international news agency, came to document this small yet smart business operating in the heart of Soweto.

His story clearly points to the source of his business acumen.

"I was raised by my grandmother, she

taught me how to sell when I was just 8 years old. I had to sell fat cakes every morning before I went to school and maize at the bus stop every day after school... Therefore the confidence and the spirit of what I do had been instilled in me from a very young age."

Given his background, the success of Borotho Bakery is a testament to the strength of Rantekoa's character. Having weathered such harsh circumstances growing up, he's giving back to his community through the Borotho Foundation, which will provide clothes, stationery, and other necessities to underprivileged children. Refiloe exhibits the qualities of a great entrepreneur, having been chosen by the Township Entrepreneur Awards as the Best Start-Up Business of 2018 as well as personally being awarded young entrepreneur of the year, as well as a life-changing philanthropic force in his community. Driven by his vision of creating a business that will inspire others to follow his footsteps, he's a role model to young South



Africans everywhere, regardless of their

As he says himself, "The hunger to make, to build, and to inspire is something that will remain long after our time has passed."

-Cayleigh Bright





200 Young South Africans Business & Entrepreneurship



REFILWE MASHALE (31)

Group Tax Manager, Reunert Limited

in Refilwe Mashale

efilwe Mashale is the group tax manager at multinational conglomerate Reunert Limited. Reunert manages a portfolio of over 40 businesses in the fields of electrical engineering, information and communication technologies and applied electronics. As its group tax manager, Mashale is expected to perform under tight deadlines.

In 2018 Mashale was appointed to establish an international tax practice at Reunert, to meet the needs of the multinational group's long-term expansion strategy. Her background includes experience within the tax practices of both Big Four accounting firms and Big Five law firms in South Africa.

Mashale is active in the tax community, chairing and speaking at tax conferences and industry platforms, and publishing technical expert



contributions locally and internationally.

Mashale's passion for tax has led her to pursue an Advanced Diploma in International Taxation and she is currently completing her final examination. It is a global qualification issued by the Chartered Institute of Taxation in the United Kingdom. The qualification is held by only 1 000 international tax practitioners globally.

Mashale's academic proficiency and professional skills are further complimented by her business acumen. She owns The Balloon Café, a start-up business she was inspired to establish in 2016 after working with venture capitalist firms at Edward Nathan Sonnenbergs, where she sought advice in implementing unconventional and creative business strategies to secure tax-efficient investments.

The Balloon Café, which employs four people, is an express helium balloon delivery service supplying various types of helium balloons. The business services a niche consumer market with professional, customised balloon decor installations and photography services.

Mashale is a strong advocate for young professionals to use their skills and expertise to advance South Africa. Putting her beliefs into action, she personally mentors several younger women, providing academic and career coaching as well as assistance in resolving issues of historic debt at tertiary level. — Tehillah Niselow

LUKHANYISO MGENGO (31)

Business Manager Transaction Banking Americas and Global, Standard Chartered Bank

Lukhanyiso Mgengo

aised in Umtata and East London, 31-yearold banking business manager Lukhanyiso Mgengo currently spends his days amidst the skyscrapers of Manhattan, arguably the heart of global finance. His long term plans, however, include returning to South Africa, as he wants to be part of the stability and growth he foresees for the country.

Mgengo's career kicked off in asset management when he was employed as a junior consultant for Allan Gray investment company. Moving between analyst roles at other investment banks such as Alexander Forbes and RMB Private Bank, he eventually was employed by Standard Chartered where he started off in Johannesburg as business manager to the chief executive of the bank's southern African contingent, learning more about regional integration in southern Africa and the rest of the continent.

His move to New York gave him a new perspective on banking as the United States is a key market for much of global trade and flows. To survive in the hugely competitive financial industry in New York requires self-discipline as it's a brutal environment and people can be hired and fired at will, he says.



Despite South Africa's struggling economy, Mgengo sees tremendous potential in the country with small and medium businesses expanding. He also sees the opportunity to contribute in turning small enterprises into sustainable global ones, with his international banking experience.

"All the fundamentals in South Africa are there, once we get accountability, efficiency and allocation right, the economy will easily grow again, and I want to be part of that," he says.

Having made the leap from Umtata to New York, Mgengo considers mentorship as a critical component to his journey and feels, with reference to the mentorship from Standard Chartered Bank from which he benefitted tremendously, that he has the experience to offer aspects and perspectives that have not previously been considered, to rising young professionals.

— Tehillah Niselow

DIKSHA SOMAI PILLAY (33)

Lead Digital Operations Global shared services, Anglo American PLC



@DikshaSomai

elf-described digital diva, Diksha Somai Pillay started off her grown up life as a chemical and mechanical engineer, but has reinvented herself in the mining and property

Her interest in mining began when she was awarded a bursary by leading coal producer Exxaro Resources to study chemical engineering at the University of the Witwatersrand in 2004. After graduating in this field, and doing her masters at Stellenbosch University, she climbed the ranks at Exxaro and during her nine years there, reached positions such as project engineer and head of digital and innovation.

Somai Pillay, who was born in Ladysmith in KwaZulu-Natal went on to attend a programme in Artificial Intelligence at the prestigious Massachusetts Institute of Technology in 2018, where she was one of the youngest attendees. The experience opened her eyes to the "stagnant and archaic" thinking at executive level in South

She speaks passionately about the need for mining companies to reinvent themselves and the presence of technology in the sector as a major disruptor, which forces a consideration of how mining resources will happen in the future.

To prepare for the jobs of the future, Somai



Pillay believes the education system will need to be overhauled.

"We tend to focus too late on careers in robotics, science and technology ... this should be a core foundation for kids, they are already so inquisitive," she says.

She also describes herself as a "proud millennial' saying that the age range 23-38 has been undermined by people who have worked for twenty years at large companies.

"They want people to work from 8am to 5pm and be on site all day, but technology allows us to be more efficient. These days, we know it is okay to have free time. I like to have fun at work, be open, social and connected," she says, adding that millennials in the workplace need to have a "massive transformative purpose".

- Tehillah Niselow

manda Potelwa runs a boutique consulting agency that primarily focuses on agriculture, which is one of her major passions. She believes that this sector is crucial to unlocking the continent's potential.

"Agriculture is a tangible way of empowering people. You can sell one cow and pay for your child's school registration fees," Potelwa says.

This brings her to another area of focus: education and its connection to agriculture.

Potelwa was born in the Transkei, a former Bantustan under apartheid, and she learned that the ticket out of poverty is a good

Potelwa began her career at Investec's private banking division and counts a leadership fellowship at consulting firm McKinsey between 2014 and 2016 among her accolades. This opportunity exposed her to projects in numerous sectors, including agriculture, banking and healthcare.

In November 2016, Potelwa was able to use her passion for agriculture in her day job when she joined Nigeria's largest maizeproducing company, Babban Gona. She was initially a senior associate, but was soon promoted to head of corporate finance. She led a \$20-million debt-fundraising initiative to support Babban Gona's 18 000 smallholder farmers during the 2017 season,

AMANDA POTELWA (31)

Managing Director, Pan-African Unleashed Consultancy



@AmzPotz

targeted for the 2018 season. "Our farmers went from being impoverished and unseen individuals to being recognised as esteemed and accomplished

members of their communities,"

and initiated a \$40-million

fundraising project to support

the 40 000 smallholder farmers

Potelwa says. "They were now able to use the proceeds from the Babban Gona programme [...] to buy motorbikes, cars, houses, travel, afford healthcare and, most importantly, to take their children to school."

Potelwa decided to move back to South Africa and establish a consulting firm using the knowledge and skills she had acquired during her stint in Nigeria. In 2018 she founded the Pan-African Unleashed Consultancy, which is still in the early phases of growing as a business.

"The goal is for the business to focus on [...] financing (through establishing an agriculture-focused venture capital fund), agroprocessing and [offering] an insights and advisory division to provide best-in-class advice, underpinned by rigorous insights drawn by our team," Potelwa says.

- Tehillah Niselow





fficially opening its doors on 21 October 1995, the Gauteng Provincial Legislature is one of nine provincial legislatures in South Africa, which are a product of the extensive negotiations that gave shape to the 1996 Constitution of the Republic of South Africa.

As a parliament of the people of Gauteng, GPL is therefore entrusted with the responsibility of monitoring the work of the Gauteng Government and creating space for people to express their views on the services they receive, and on other matters of governance affecting their lives. Thus GPL's motto: 'Your view - Our vision'.

Being the parliament of the province, the Legislature is a House presided over by the Speaker, a political head of the Legislature and Members of the Provincial Legislature (MPLs) from various political parties, based on the number of votes received per party. Political parties obtain seats in the Legislature through a system of proportional representation - meaning, the party with the majority of votes gets the majority of MPLs in the House.

In a move of historical proportions, the GPL has for the very first time in the 24 years of its existence, welcomed new MPLs that are below the age of 35. This certainly marks the opening of doors for the fresh and younger breed of leaders; it takes the representation of young people in politics and governance to a whole new level.

These young parliamentarians are now part of the public representatives in the Legislature, who will take on the responsibility to govern the Gauteng Province - South Africa's economic powerhouse. GPL's role is to oversee the work of the Executive, commonly referred to as its oversight role. According to the Constitution, legislative authority in the province is vested in the Legislature. The GPL is exclusively responsible for passing laws in the province. Whilst making its laws and conducting its duties, the Legislature is also obliged to ensure public participation. These are the three constitutionally mandated task of the Legislature. Because the Legislature governs the province of Gauteng together with the Provincial Executive (MECs) and municipalities, it also later adopted corporative governance as one of its mandates.

GPL has faith in the young members to continue to champion social issues faced by the people of Gauteng. More so they have become the much-needed voice and representation of young people in the province in one of the highest institutions in the province, drive change and provide innovative solutions to the challenges that young people face today.



Fasiha Hassan (25) Member of the Provincial Legislature: African National Congress

A graduate with a Bachelor of Commerce and a Bachelor of Laws from the University of the Witwatersrand. Hassan is also a recipient of Golden Key International Honors Society for excellence in academics.

In October 2015 and Hassan and other students put their bodies on the line in the name of free education and to fight against fee increments. Little did they know that they would change the course of history, and reignite the fighting spirit of young people. Shas been at the forefront of the #FeesMustFall movement at institutions of higher learning. She has also featured in various media and debating platforms representing the youth of South Africa in the fight for free, quality and decolonized education.

Currently studying towards an LLM at Wits University. She is also the Deputy President of the South African Union of Students (SAUS).



Nkele Molapo (33) Member of the Provincial Legislature: Democratic Alliance (DA)

A graduate in Journalism from UNISA, and having worked as a media reporter and specialist, Molapo's interests in politics started when she was elected to be an SRC president at her high school back in 2002. She later joined the DA as the Media Manager for the party in 2013. She has gone on to serve in various roles within the DA including that of a Councilor and Committee Chairperson in the City of Tshwane. She is the youngest black female in the DA Gauteng caucus and in the DA's Gauteng Top 10 structure. She works closely with a number of NGOs in her community and holds the Tshwane Thusanang Forum in Winterveldt close to her

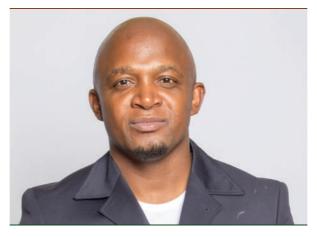


Segatile Koma (32) Member of the Provincial Legislature: Economic Freedom Fighters

Hailing from Diepkloof Soweto, Koma holds his highest qualification of an Honors Degree in Logistics Management attained from UNISA. He has had professional careers in Supply Chain Planning at Revlon SA and Inventory Management Planning at Adcock Ingrams.

His interest in politics stem from the Vaal University of Technology in where he was part of the SRC in 2005. He serves in the antieviction Soweto Community and the Soweto Youth Forum Parliament.

Growing in the political space, he will become a member of the Gauteng Provincial Legislature.



Lesego Makhubela (33) Member of the Provincial Legislature: African National Congress

Atteridgeville born and bread Makhubela is an IT Specialist with various qualifications in the Information Technology space. In his professional career he has worked for big companies like Bytes Technology Group and Eskom.

He became actively involved in politics at age of 15 years when he was president of the Learners Representative Council (RLC) at Saulridge High School in Atteridgeville. It was from there that he joined SASCO where he served two terms as President between 2002 and 2003

Receiving the Community Colleges for International Development Scholarship, he to study in the United States at Parkland College, Illinois, where he was president of African Student Association which had over 9000 members in 2006 to 2008.

Returning home, the same year he became branch secretary of the ANC Youth League ward 7 and in 2009 became branch Deputy Chairperson of the ANC in Ward 7. He is currently serving as the branch Chairperson and is also the ANC Youth League Tshwane Regional Coordinator responsible for the rebuilding of youth league Tshwane Structures.



Michael Shackleton (32) Member of the Provincial Legislature: Democratic Alliance (DA)

Born in Cape Town, Shackleton holds and LLB and LLM in Constitutional and Administrative Law from the University of Pretoria amongst other qualifications.

A practising Attorney and partner at Sheckleton and Mohapi Attorneys, he has been involved in politics since he joined the DA in 2008. He has severed on different structures within the DA including being a DA Councilor at the City of Tshwane and the DA Federal Council and Executive.

Growing within the DA, Sheckleton has also been a member of parliament between 2018 and 2019 before coming to the Provincial Legislature as a member.

Get in touch



Gauteng Provincial Legislature



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www.gpl.gov.za





200 Young South Africans

Civil Society



AYANDA-ALLIE PAINE (32)

Founder & Executive Director, Bukho Bami Youth Centre



@AyandaAllieP

n accomplished media professional with a wealth of experience across various platforms, 32-year old Ayanda-Allie Paine is a familiar face to many. But media wasn't always what she imagined herself doing.

Growing up in Dobsonville, Soweto, Paine toyed with the idea of being a lawyer, primarily because she had the "gift of the gab" and a strong sense of justice. But she was intimidated by law books and attracted to the glare of the camera, so she gravitated towards broadcasting and fell in love with the profession. "Broadcasting exposed me to the best and the worst of the human condition and prompted me to venture into community development, with a particular focus on youth. So, I may

not have ended up in a courtroom, but I

still use my voice as a tool for social

justice," she says.

Koketso Moeti Founder & Executive Director, amandla.mobi

200 Young Alumni

Her work in media is not her only contribution to society. Paine is also a qualified community development practitioner. She is the founder and executive director of Bukho Bami Youth Centre, an after-school care programme, which provides free educational assistance, career guidance, skills development and training to youth in under-resourced communities.

> Her commitment to ensuring that the space in history and circumstances one was born into do not define the limits of what one can be was inspired by her own parents. Her father grew up in poverty but became the owner of a fleet of taxis and her late mother not only raised a family

but influenced a community.

"Every day, men and women strive against tremendous odds to not only survive but thrive. The woman selling perishables on the side of the road, the man who collects refuse for a living, youngsters creating apps and grandparents raising toddlers -

these things inspire me greatly," Paine says.

Thuma Mina is a song that comes to mind when one looks Paine's track record of service. And given her view that "there can be no greater honour than to serve one's country and people", the 32-year-old's appointment as spokesperson for the

minister of transport is an affirmation of the aptness of the song.





MUZI **ZUMA (27)** TV Presenter, BEAT



eMuzi_Z

asexual (LGBTIQA+) community.

"I am doing this so that I can use my voice to call out any discrimination and abuse on the grounds of sexual orientation".

Zuma is also working with the Department of Health and the non-profit organisation TBHIVcare, as an ambassador for health

"So many of my fellow brothers and sisters don't even go to clinics, hospitals and police stations because they fear being ridiculed, mocked and patronised by the public staff," she says. "This needs to stop because it directly impacts our health, security and access to justice."

Zuma considers herself an activist of "self first, advocating for self-knowledge, selfawareness, self-acceptance, self-love and self-contentment", all of which are radical acts for a marginalised community like the LGBTIQA+ that's often treated as secondclass humans.

For Zuma, and many members of the queer community, acceptance is a constant struggle, which is why she adds, "I don't want to be 'tolerated' or treated like a test-tube project because of my bold individuality and expressionism. I also no longer want to lose work because of my sexuality and gender fluidity. I want to be treated like a human by humans, because that's all I am".

She has charted new paths for herself and for those who come after her. Her notable accolades include shooting her fashion film documentary with MAC cosmetics which received two Bokeh international fashion film festival nominations. She has also done the make up of Grammy award winner Lalha Hathaway and hosted her own makeup masterclasses in Africa as an independent freelancer.

-Welcome Lishivha



KWEZILOMSO MBANDAZAYO (32) Programme Manager,

Womens Rights and Gender Justice, Oxfam South Africa



■ @KwezilomsoM

■hirty-two-year-old Kwezilomso Mbandazayo is the women's programme manager at Oxfam South Africa and has dedicated her life to fighting for the equality of women, eradicating the patriarchy and ensuring that women are treated with the dignity and respect they deserve. She is passionate, dedicated and willing to go the extra mile for what is right. For many, Mbandazayo represents hope that things will change and get better for women all over the world.

"I am inspired by creation, creativity and Black women, especially Black women who misbehave," says Mbandazayo. "I am also inspired by my father, Mahlubi Mbandazayo, as he affirmed me and everyone around him with his relentless undying spirit. He is still one of the leaders in my life 16 years after his passing."

Mbandazayo works in a variety of different roles, all focused on contributing towards a strong, Black feminist movement. Her goal is to create a movement that is agile and capable of solving practical problems within a strong emancipatory vision.

"I want to contribute to the ultimate defeat of violence, in all its manifestations, and I believe that we all have the capacity to do better, to lead better lives," she says. "I want to tie together Black families and I want our daughters to walk free and thrive."

For Mbandazayo, Black women face a world that is essentially at war with them and she is focused on bringing about tangible change in society. She is committed to becoming even more deliberate in her teaching work and in her activism so as to embed this message deeper into society.

When asked what piece of advice she would give to young South Africans looking ahead to the future, looking to how they can bring about change, she says: "Always excite yourself with possibility and plan on doing better tomorrow."

-Tamsin Oxford



or 27-year-old TV makeup artist Muzi ■ Zuma, makeup is about reminding people how beautiful they are and offers her, as an artist, an opportunity to have a positive and happy contribution in people's lives

"Makeup makes it easier for me to explore and express myself, this also means it allows to help others fall in love with expressing themselves too," she explains.

Her parents were initially sceptical about her going into the makeup industry, but they came around: "It took a while to win my parents' full support, but when I did get it, it propelled me to even greater things because they were now in my corner and I no longer wanted to prove them wrong, I just wanted to make them proud," she adds.

Zuma is a finalist for this year's Miss Gay South Africa pageant, a platform which allowed her to partner with the Pietermaritzburg gay and lesbian network and Access Chapter 2 to tackle issues affecting the quality of life of the lesbian, gay, bisexual, transgender, intersex, queer,



200 Young South Africans Civil Society



RICHARD MCLAVERTY (30)

Advocacy Coordinator, NGO Coordination Committee for Iraq

Richard McLaverty



hirty-year-old Richard McLaverty's role as the advocacy coordinator for the non-governmental coordination committee for Iraq (NCCI), a forum of over 180 Iragi and international NGOs working across Iraq, is to provide aid to civilians affected by conflict. It involves collecting, analysing and disseminating information on the Iraq context, and working with partners to ensure a coordinated and effective response.

On a day-to-day basis, he communicates with various stakeholders including government authorities, embassies, donors, United Nations agencies and advocacy campaigns and policy colleagues from a range of humanitarian and development organisations.

In a day he could be briefing diplomats about NGO operations and the challenges they face, meeting a prospective donor, hosting a visiting delegation or facilitating coordination meetings. His job is to translate the reality of what is happening on the ground into what could lead to meaningful high-level interventions

He notes that it is important to ensure that people on the ground know and work in the framework of humanitarian principles, ensuring that aid workers establish relationships and partnerships with the communities they serve and being accountable

"It is important for people in our positions to constantly remind ourselves and continue to ask those sometimes difficult questions: Why we do what we do? Who we speak on behalf of? And why? Who gives us the right to be here?" he

For him, doing a good job comes down to knowing your constituency, establishing and maintaining relationships, being approachable and accessible, having clear and open lines of communication, a degree of adaptability and being open to criticism.

McLaverty has served on the UN Humanitarian Country Team and in doing so has received an overview and understanding into the humanitarian context and operations in Iraq. He acknowledges that he's been fortunate to have had access to senior UN officials and diplomats, and to use the space to raise concerns from the humanitarian community, and provide some insight into the workings of NGOs in Iraq.

He also sits on a number of other committees including the protection from sexual exploitation and sexual abuse network, the Iraq humanitarian fund advisory board, and others. His career highlights include contributing to Iraq's humanitarian response plan for 2018 and 2019, and being able to coordinate a UN cluster.

"It's rewarding when your work is recognised around the world by senior stakeholders in high level discussions. It means the message on the ground has been heard and relayed," he says.

Lots of caffeine is what keeps him going, as well as having an incredible social circle in Iraq, and friends and loved ones in South Africa. McLaverty holds a Masters of Science in African Studies (Politics), from the University of Oxford (St Antony's College), an honours degree in Political Communication and Bachelor of Social Science in Politics and Sociology, both from the University of Cape Town.

-Welcome Lishivha

NOMBULELO NGQAYIZIVELE KHUMALO (33)

Intern Minister, Methodist Church



@NgqayiziveleZ

ombulelo Ngqayizivele Khumalo is an honour's student at the University of KwaZulu-Natal, studying a programme of gender, religion and health. Having just graduated from the Seth Mokitimi Methodist Seminary in Pietermaritzburg, where she obtained a bachelors degree in Theology, she is training to be a pastor.

As someone who was born intersex, Khumalo is adamant that a courageous stance is required by the church to welcome sexual minorities, not as visitors to the faith or people who need to be "cured" but as fellow brethren.

"Conversations on homosexuality and same sex relationships are heightened. The greater church community believes homosexuality is a lifestyle choice, a trend and a fashionable phase that will pass," she says, commenting that her own journey to accepting herself as a homosexual woman has been filled with ups and downs and a lot of piercing stares from disapproving people, mostly Christian.

Although she acknowledges how far she's come, there is still a lot of work that needs to be done: "Our society needs to recognise the unstoppable and growing momentum toward unjust civil equality for every gay, lesbian, bisexual, intersexed and transgender citizen of this country," she says.

Being open about one's sexuality may

not completely disarm prejudice, but it's a good place to start, she says, adding: "It has become clear to me that living a homosexual life without publicly acknowledging it is not enough and will not make any significant contribution to the immense work that lies ahead on the road to complete equality, which is a call to the commandment to love one another".

Khumalo yearns for a place and time when all people are seen as an image of God and not judged according to their sexual

When she is not studying, working or on the pulpit you will find her on the beach.

- Welcome Lishivha



NATASHA ALLIE (34)

Project & Communications Manager, Oliver & Adelaide Tambo Foundation



@TashAllie

atasha Allie is committed to gender inclusivity and the empowerment of women and girls. She believes that there is a dearth of literature that focuses on women and so, to close this gap, she has co-authored a children's book, Her Story: Daughters of Modjadji, a bilingual anthology of short biographies about South African women who made their mark on history. The book is aimed at inspiring young

be just like these incredible women when they grow up. "I am the projects and communications manager for the Oliver & Adelaide Tambo Foundation, a 100% Black, femalerun organisation charged with promoting the legacies of these two

giants," says Allie. "I have been so

encouraged by the women that I

girls and showing them that they can

have been privileged to work with, such as Getrude Shope, Frene Photo: Samuel Shivambu/BackpagePix Ginwala, Brigalia

Bam and Thenjiwe Mtintso. Every day, the foundation strives to improve the lives of

Gender inclusivity and the empowerment of women is close to her heart and the book Modjadji was published by a Black, womenowned publishing house, with the illustrations done by young women at high schools around Johannesburg.

"The stories of these women are told in such a way that young children can see themselves reflected and aspire to be like them," says Allie. "I want to further my formal gender studies knowledge and learn as many languages as possible so I can be a catalyst for the development of women around the world. I want to live in a world where gender

inclusivity and gender intersectionality are the status quo."

Allie is committed to ensuring that women of colour do not have to constantly fight for their place in the world. "There have been people who have been so instrumental in my life," she concludes. "My parents worked tirelessly to give me the best education and life experiences and I have been lucky to have been raised by formidable women. From my mother to my godmother to the women I call my friends, they inspire me to do

> the work I do." — Tamsin Oxford

MPHO MAEKO (33)

Executive Director, Bereavement Care



@BereavementBC

wenty-nine-year-old social worker Mpho Maeko is a social entrepreneur and the founder of Bereavement Care and Maeko Social Work Services. He holds an honours degress in social work from the University of Limpopo and has extensive experience in bereavement, trauma and grief therapy. He is passionate about his field of work after losing his mother at a young age.

"Growing up poor and an orphan taught me a lot about grit and survival, about how a piece of bread from a neighbour meant not going to bed with an empty stomach," he says.

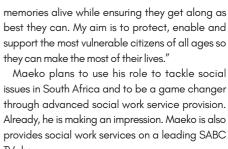
"This experience taught me to persevere and to share what little I have with those in need. There is nothing more fulfilling than giving a helping hand and having deep empathy."

Death is a universal human experience and a crisis that all families encounter. It can be significantly disruptive and upsetting to the family system and the network of relationships. As a social entrepreneur, Maeko focuses on the field of bereavement and grief therapy.

"I provide bereavement counselling to families and help them try to accept what has happened and how to adjust to life without that person," says

"Helping them to find a place to keep the

Photo: Supplied









200 Young South Africans Civil Society



MASECHABA VILAKAZI (30)

Head of Corporate Citizenship, Samsung South Africa

@Mack_BirlT

hirty-year-old Masechaba Vilakazi is head of corporate citizenship, public affairs and government relations at Samsung South Africa. She is responsible for the policy formation, strategy design and implementation of farreaching social development programmes across Africa. She has launched new projects that enable learners from disadvantaged communities and for families with special needs. Her work focuses

on providing people with access to innovation, information and learning tools that allow for the education of future generations.

"I am inspired by people who rise above adversity and use their challenges to do, and be, better in this world," she says.

"In my current role I am responsible for conceptualising, developing implementing innovative programmes designed to tackle business and social problems. I currently lead a team of social innovators at Samsung

and together we identify projects in communities in Africa that are most in need

to her choice of career and her passion. She aims to make the world a better place by giving power back to the people in less privileged communities.

"I plan to continue to champion my social development work by launching transformative projects to enable communities to thrive in their own

"I am always helped along the way by my mother, Vuyiswa Dlengezele, as she has always believed in me and reminds

> me not to give up. She reminds me that every dark season comes to an end and the sun does shine

South Africans looking to strive for success in their own dreams: "Never give up and always be your own hero. South Africa is alive with beautiful possibilities and the youth of this

-Tamsin Oxford

of a meaningful contribution." For Vilakazi, giving back is fundamental

economies," she says.

again. Vilakazi says to young

country should never give up."

TRACEY MALAWANA (25)

Deputy Secretary-General, Equal Education



@TraceyLulo

he 25-year-old advocacy firebrand, Tracey Malawana is also an Atlantic senior fellow for health equity in South Africa at Cape Town-based non-profit organisation Tekano. This means that she is an ambassador for change through initiating campaigns and transforming the state of health in South Africa, with the goal of attaining health equity for all.

Malawana is also the founder of the Health Living Alliance (Heala), which brings together like-minded organisations in a mission to improve the health of an increasingly obese South Africa. Heala's overarching principle is to ensure that all South Africans have access to clean water and sufficient and healthy food. The organisation was established to reduce and prevent the alarming rate of noncommunicable diseases in the country and also to raise awareness about the dangers of unhealthy food such as sugary drinks.

In her job as deputy secretary-general at Equal Education, Malawana serves as an internal and external political representative of the movement. She also supports all campaigns and ensures that all aspects of Equal Education's work develop in accordance with the direction provided by the movement's constitution and national congress resolutions, as she provides guidance and strategic direction on legal matters.

The two driving forces in her life ensure access to quality education and healthcare. And this explains the two highlights in her career: when the minimum norms and standards for school infrastructure was legislated in November 2013, "after years of protesting, picketing, night vigils, community hearings, demonstrations by members of Equal



Education especially equalisers, who are school-aged children," she remembers.

The second is when the sugary drinks tax was legislated in December 2017, "after 18 months of countless community, mass media and social media engagement, public hearings, submissions, demonstrations outside Parliament and petitioning," she remembers.

"Even though I might not live to see that day but the coming generation shall not experience the struggles of my generation, they shall enjoy the benefits of our advocacy and pick their own struggles," she says.

Coming from a working class she attended a township school and did not have resources similar to the schools in town or the ones they saw reflected on TV.

"I started questioning everything and feeding my consciousness by reading books" and by doing so she learnt that she needn't be complacent about the social ills in the country, and that she had the power to make a difference.—Welcome Lishivha

THUTHUKILE MBATHA (30) Researcher and Activist,

Section27

o ThuthukileMbatha

re-exposure prophylaxis (PrEP) as a relatively new HIV/Aids prevention intervention has the potential to influence the decline of new HIV/Aids infections if taken properly and effectively promoted amongst young people as an additional tool for HIV/Aids prevention, says 30-year-old researcher and activist Thuthukile Mbatha.

Her PrEP advocacy project is aimed at ensuring that young women in higher education institutions, are included in the country's PrEP roll-out plans. During her Aids Vaccine Advocacy Coalition fellowship, where she was advocating for access to PrEP in higher education institutions, she realised that there was no way of separating HIV/Aids prevention from overall sexual and reproductive health issues because they are all

She feels strongly about how women and girls have been subjected to a lot of social ills that have stripped them of these fundamental rights.

In 2017, a global movement called SheDecides was born as a response to United States President Donald Trump's Global Gag Rule, which prevents every country that is a recipient of American donor funding from providing access to abortion services. Last year Mbatha joined the movement as a friend of SheDecides and participated in regional meetings that were aimed at establishing SheDecides Southern Africa.

The movement advocates for the right to access abortion services and supports the right of every woman and girl to decide what they want to do with their bodies, without question. Through her capacity as a friend of SheDecides, Mbatha was



involved in the reviewing of the Southern African Development Community sexual rights and health rights strategy and Scorecard, which are the benchmark which countries in the SADC region use to measure progress in ensuring the realisation of sexual and health rights.

Mbatha's activism involves the use of lobbying on mainstream and social media as well as community mobilisation and research. It also informs the overall organisational strategy on sexual and reproductive health rights which can potentially influence litigation strategies.

"I grew up in a religious home where sex was a taboo subject," she says. "Our teachers were uncomfortable to even speak about menstruation. Having worked in the civil society space and in schools I realised that a number of children in disadvantaged schools are still following the same trajectory as I did and have to rely on their peers for sexual and reproductive health information. We have a lot of progressive policies and access to multiple interventions for a number of sexual and reproductive health matters that our people on the ground are unaware of."

She dreams of an HIV/Aids-free generation, a world where girls and young women feel safe and free from gender-based violence.

In her spare time, Mbatha loves to travel, cook and dance.— Welcome Lishivha

THATO LUFUNO MAHOSI (26)

Development Secretary, Masia Development Agency



📘 eThato_Lufuno

wenty-six-year-old Thato Lufuno Mahosi, who has always demonstrated an entrepreneurial spirit, established his poultry business along with his friends, when they were all still university students. They supplemented the business with whatever they could from their part-time jobs at the time. He and his friend wanted to seize the opportunity to expand the horizons in the poultry business which didn't immediately work out, so they started farming in a two-room house in Tshisahulu village, near Thohoyandou in Limpopo Province.

They borrowed equipment from friends to maintain the business while they were studying. Upon completing his BComm in management studies from the University of Cape Town, Mahosi decided to take up a job and abandon his entrepreneurial journey for a telecommunications company because of the pressure to attend to his immediate needs and those around him.

Yet, over time, he realised that he couldn't avoid his passion for entrepreneurship and development of rural communities.

This inner conflict reached a head when he was appointed by the Masia traditional council to initiate and run the community development trust now formally known as Masia development agency, which aims to initiate and implement development projects that will ensure rural socioeconomic development in the area around Vuwani town and improve access to information,



to opportunities, jobs, better education, infrastructure development and any other initiative to will bring about development.

"This was an opportunity for me to be in a position where I use my passion, skills and knowledge to play a role in rural development and ensure that those in rural areas have access to the same opportunities, information, infrastructure and resources as those in the urban areas," says Mahosi.

Together with other local education leaders, Mahosi launched the Masia maths and science academy, designed to improve the dire performance of maths and science by school children in the region, and to also reverse the impact of the Vuwani strikes on the schools in the

Mahosi also manages the community resource centre that has a library space, amphitheatre and office space that was provided for by the Department of Rural Development.

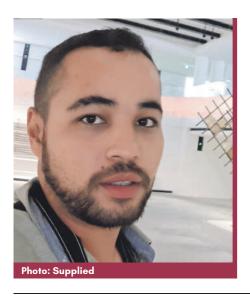
"The turning point in my career was when I visited India as part of an Allan Gray Orbis foundation and Start-Up safari entrepreneurship development trip. I was motivated by the drive the youth had in development start-ups and their enthusiasm and solutions to create jobs and solve social problems," he adds.—Welcome Lishivha





200 Young South Africans Civil Society





ASLAM RICKETTS (26)

@Azzi_r7

slam Ricketts is a young man from the Cape Flats who spent a significant portion of his life fighting for the funds he needed to complete his aviation training. In spite of an uphill battle, he managed to complete his studies and secured a prestigious role as a humanitarian pilot in South Sudan for the Red Cross while working for a South African aviation company called Ultimate

"I was always hearing stories from my parents and other family members who had travelled around the world," says Ricketts, "These stories of adventure and travel intrigued me and I knew that I wanted to see what the world had to offer. I grew up in a rougher part of Cape Town and my parents made many sacrifices to ensure my life was comfortable, but they inspired me to help others regardless of race, class or creed."

Ricketts became a pilot because he loved flying and wanted to support people in regions where support and guidance were lacking. The company he works for, Ultimate Air, has contracts with humanitarian organisations across the globe, so Ricketts is able to fulfil his dream on every count.

"I feel so happy that I am able to bring much-

needed aid, whether it is food or equipment, I know I have helped," he says. "There are so many good people working in these awful conditions it feels rewarding to help in some way. To see the local people who have nothing, not even a pair of shoes, smile and wave, that is incredible.

Ricketts wants to move into politics in the future, as he believes passionately that he can play a role in changing the world for the better. He wants to help South Africa reach its full potential and make a difference that lasts.

"They do say 'go big or go home', so I plan to go big," he concludes. "I have always dreamed of being president and I think with lots more work, lots more studying, I may be able to be a part of the change that needs to happen, not just in South Africa, but the world." —Tamsin Oxford

PHAKAMILE KHUMALO (36)

Web Rangers Project Coordinator, Media Monitoring Africa



📔 e Phakazo28

s lead coordinator for the web rangers programme, an international digital and media literacy programme in South Africa under Media Monitoring Africa's children's unit, a key component of Phakamile Khumalo's work is providing South African youth with critical digital and media literacy skills. This is so that young people, aged between 12 and 17, are empowered to become online safety ambassadors who promote responsible internet usage among their peers and to ensure that the trained youth have a platform to engage in national discussions around issues of online safety, policy regulation, freedom of speech, access and internet governance.

In 2014, she worked with leadership placement non-governmental organisation enke Make Your Mark, where she was a coordinator of their flagship trailblazer programme, a nine-month social action program for pupils in grade 10 and 11 that trained, inspired and supported them in implementing projects that address social issues in their communities.

"I strive to ensure that the young people I work with live in a world where information, knowledge, accessibility to resources, opportunities and support are accessible. These play a key role in enabling young people to fully participate in creating a world they want to be part of," she

She notes that working with youth and internet governance gives her the opportunity to constantly discover new ways to support young people in bringing about positive change in their communities. Being a newbie in the internet governance space, she has been invited to speak and participate in platforms such as the 2017 forum for internet freedom in Africa. In addition in 2018, she attended the Europe, Middle East, Africa Child Safety Summit presented by google and facebook, and she was awarded a full bursary to attend the 2018 African school of internet governance.

She's also mother to a three-year-old daughter, and she ardently believes that her work will go a long way in creating a society in which her child can freely - and safely - participate as a citizen of this country.

-Welcome Lishivha





oxolo Ntaka has not only landed a managerial position straight after her graduate studies at the tender and exciting age of 25, but she has also served as the as co-chair of the 2018 Oxford Africa conference while completing her studies at the acclaimed institution.

NOXOLO NTAKA (25)

Project Manager, Democracy Works Foundation



entaka_noxolo

Prior to joining the Democracy Works Foundation, she worked at the South African Institute of International Affairs while completing a second masters degree at the University of the Witwatersrand. Her research focused on chairing Model United Nations (MUN) debates and providing training to high school learners in MUN

"Coming from a disadvantaged background, I have witnessed the power of debating and how it has transformed me into becoming a critical and engaged leader," she says.

As project manager at the Democracy Works Foundation, she is tasked with the important responsibility of implementing and managing the democracy works academy, an annual initiative launched by the foundation in partnership with the in-transformation initiative.

The Academy offers a seven-month civic education and dialogue programme centred around increasing youth participation in South Africa's democracy and it is geared towards youth across the country, between the ages of 19 and 25. It consists of three five day residential seminars throughout the year and an online learning

Each year, a cohort of 30 fellows is selected from rural, township, semiurban and urban areas to engage and capacitate young people with the vision that they will go on to contribute to a more

transparent and accountable society in whichever field they find themselves in the future.

This Academy comes at a crucial time, considering the low levels of voter participation amongst young people in the May general elections and the recognition that not enough is being done to ensure that youth have a seat at the

Ntaka considers herself a product of two Black women who gave her the opportunity to thrive despite her dire circumstances: Oprah Winfrey and Apie Ntaka, her mother.

"Twelve years ago, I did not really know what would become of my life in terms of what high school or university I would go to and who would pay for my fees. The Oprah Winfrey Leadership Academy for Girls shifted the trajectory of my life in more ways than I could imagine. I am now a young Black girl with the permission to dream without constraint and have been affirmed of my dreams" she says. —Welcome Lishivha

SIHLE PHUNGULA (30) Founder, Door To Door Foundation



🔋 @PhungulaSihle & @dtd_foundation

enior town planner, Sihle Phungula is dedicated to strengthening democracy through civic education engagements and mobilisation of youth and marginalised groups, as a way to increase political consciousness and better organise and drive soci-

He founded the Door to Door organisation, which aims to harness the potential of youth to become great leaders and active citizens while enabling young people to become selfreliant through education, entrepreneurship and activism. As executive director of the organisation, Phungula is the engine of organisation providing strategic direction, co-ordinating programmes facilitating social and business development with the youth.

"The lack of access to information as far as available opportunities for youth is concerned, is what propelled me to establish the foundation under the slogan, 'opening doors and creating opportunity'. With a bit of mentorship and guidance, the future of our country rests safe in the hands of young people," he says.

He also provides spatial planning and land use management support to both the Maphumulo and the Ndwedwe municipalities in KwaZulu-Natal. In this capacity, he offers development planning to the communities and also mentors junior town planning technicians.

"My work is influenced by the word vukuzenzele.This is to dispel the myth that we are a lost and complacent youth that has a

sense of entitlement, looking to government to change our fortunes, "he adds.

One of Phungula's biggest frustrations as a young South African is that the older generation is often reluctant to relinquish their power or position and make way for youth in spaces of influence.

"Youth should not just be involved in policy making process but they should also be given more opportunities to lead under the guidance and mentorship of the older generations, "he

Included in his skillset is development planning, geographic information systems and environmental management which he uses mainly working in rural communities and with urban dwellers. Although his work with youth empowerment and town planning might seem different, for him they both allow him the chance to give back.

He considers his role as senior town planner a highlight in his career because he is able to contribute at strategic and operational levels



in terms of shaping and uplifting the lives of Black rural South Africans.

He keeps fit in his downtime with outdoor adventure activities such as park-run and

-Welcome Lishivha







FEMME PROJECTS

Sexual Education Collective



@FemmeProjects

emme Projects is a Black, queer and womxn owned organisation, co-directed and founded by Kim Windvogel (28), Loren Loubser (28) and Kelly Eve Koopman (29), that uses interactive methods of running comprehensive sexual education, sexual reproductive health and rights, gender education and consent motivating workshops with youth in communities throughout the Western Cape.

In addition to its work in schools, Femme Projects has been involved in a number of campaigns for gender equity and sexual and reproductive rights. Acceptance and sex positivism is very central to the workshops and educational programmes Femme Projects facilitates.

"We want our learners to know that they should not be shamed for bleeding. That they will not be judged for being sexually active, for being queer, for being sexually curious, for exploring masturbation," says loubser.

Femme Projects's contribution to the advocacy space is ensuring access to sanitary products, education on vital conversations such as advocating for tax free sanitary products, the decriminalisation of sex work, inclusive rights and health access for trans people, breaking taboos



around menstruation and advocating for the rights of all sexual and gender identities.

They've been involved in the fight to abolish the tampon tax and very recently in curating an anthology of writing from people who occupy a broad range of identities. They are hoping to use the anthology to further advance their mission for queer inclusivity and gender sensitisation

among youth.

"If our youth are supported to understand and appreciate their bodies, their sexual orientation, gender, expression, consent and rights, they will make informed and healthier decisions," adds Loubser.

Although the organisation has enjoyed some serious strides, such as having British model and public figure Naomi Campbell come to their workshop as a motivational speaker and support their initiative, they admit to having difficulty in securing consistent funding.

"What we have at the moment is project-based funding, but it's really difficult to grow and be sustainable in our commitment to our learners without a more sustainable organisational fund" says Loubser.

The project is hoping to collaborate with the government to produce sexual reproductive health and rights materials to facilitate workshops as part of the revisions of the high scool Life Orientation curriculum, which they have been advocating for years.

"We are in a global gender-based violence and sexual reproductive health and rights crisis. It's horrific, it's intolerable, it's damn scary. We need to teach our learners that their bodies are their own. That their bodies have rights. That their bodies deserve only love and acceptance. This is what keeps us going," Loubser adds.

— Welcome Lishivha



RENDANI MBUVHA (28)

Lecturer in Statistics and Actuarial Science, University of the Wilwatersrand



Rendani Mbuvha

endani Mbuvha is a young academic with an impressive CV. He is a qualified actuary and a Fellow of the Actuarial Society of South Africa, holds the Global Chartered Enterprise Risk Actuary designation, has a Master's in Machine Learning from the KTH Royal Institute of Technology in Stockholm, and is doing his doctoral studies in Bayesian Methods for Neural Networks at the University of Johannesburg. Mbuvha is a strong proponent of capacity development in the field of machine learning and artificial intelligence, and has already won a provisional patent and the 2017 Gauteng Accelerator Township Economy Innovation Competition.

"I serve as a lecturer at the school of Statistics and Actuarial Science at the University of the Witwatersrand," says Mbhuva. "My role encompasses teaching, research supervision and doctoral research in artificial intelligence (AI). It allows me to be actively involved in capacity development in AI, which is a critical skill needed to navigate the future of our nation and continent."

Mbhuva plans to continue building his impressive research profile over the next few years. His ultimate goal is to turn his research into feasible and relevant solutions that address national and continental issues. When asked who has inspired him on this highly complex and challenging journey, his immediate reply is: "My parents, who have always supported me and believed in my efforts."

Mbhuva has become an authority in predictive modelling and risk management and has won numerous awards for his work. These include the Deans Merit List at the University of Cape Town, a national finalist in the South African Youth Water Prize in 2006, and the award for Most Promising Innovation for Township Economy at the Innovation Hub Gate competition in 2017.

For those young South Africans looking to explore a career as cerebral and education-intensive as the work done by Mbhuva, he offers this salient advice: "Stay hungry. Stay foolish. And never be afraid to change course in the pursuit of your dreams."

—Tamsin Oxford

DR. LIEKETSENG NED (30)

Lecturer, Centre for Rehabilitation Studies (CRS)



@BabesWeSgubhu

hirty-year-old academic Dr Lieketseng Ned completed her PhD last year and at 29 became the youngest person it the department of global health at Stellenbosch University to have achieved this remarkable feat. She is the youngest lecturer at the Centre for Rehabilitation Studies (CRS) and represented Stellenbosch University in April 2019 at the University of Helsinki.

Ned is also a board member for the South African Christian Leadership Association and serves as the deputy chair for the Western Cape Rehabilitation Centre. She has published book chapters and articles in accredited journals and convenes the postgraduate diploma programme at the CRS.

"I am in this role because of my passion for teaching and learning and for an education that is of service to humanity. I believe in the need to produce young graduates who will form part of a community of questioners, thinkers and writers," she says.

Hailing from Mount Fletcher, a village in the Eastern Cape, Ned plans on drawing in even more voices in the production of knowledge. She wants to bring in African, rural, indigenous and disabled people to develop a disability and rehabilitation studies scholarship that is diverse.

"This is particularly important because the majority of disabled people worldwide are located in the global south, yet disabilities studies

Photo: Supplied

continue to be dominated by thought from the north," she says. "I want to do a follow-up participatory study from my doctoral work that is about exploring the use of participatory visual methodologies to enhance community participation in research dissemination."

She believes that anyone can be a success and the youth have a responsibility towards creating a community of



questioners and









CARLA WATSON (30)

Programme officer, University of Cape Town's Jakes Gerwel Fellowship



@SaysWatson

hirty-year-old programme officer at the University of Cape Town's Jakes Gerwel Fellowship, Carla Watson is passionate about making an impact in education, through classroom teaching, leadership and educational entrepreneurship. She coaches the candidate fellows in their first and second years, providing practical support for the transition from high school to university through one-on-one coaching during their academic journey.



be supported as they are the ones who will be at the forefront of solving the most pressing issues in South Africa. For her, teaching provides the platform to engage with South Africa's most pressing needs.

As a gay woman of colour, Watson founded foryouandyours, a company designed to reposition the inclusion of the LGBTIQA + community and to educate society about celebrating its various aspects. Foryouandyours focuses on using greeting cards which represent people of colour and members of the queer community who are seen as worthy of being celebrated and honoured during milestones in their

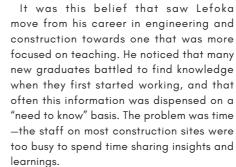
Foryouandyours is aimed at increasing representation and providing the platform for celebration for a marginalised community. "I am so excited at how this venture is developing and being met with such resounding support," she says.

"The vision of foryouandyours aims to

in Limpopo and was inspired by the incredible mix of people who would get up and make something of themselves every single day," says Lefoka. "They

took responsibility for their lives and others, and I wanted to approach my life with the same

passion."



"It became my responsibility to solve this problem," he said. "In 2016, UCT was looking for a New Generation of Academics Programme developmental lecturing post under the department of higher education and training. I applied for the job, but I didn't get it — I ended up being offered the Employment Equity post. I see this as an opportunity to supplement the curriculum with everything I have learned in the industry

MOCHELO MACKSON PULENG LEFOKA (30)

Lecturer, University of Cape Town



@Mack_BirlT



and to give students the tools they need to become the best in the industry."

Lefoka is working on his MPhil with the goal of pursuing his PhD and an MBA soon after. As he moves deeper into his training and education with the goal of improving his contributions to students, Lefoka remains motivated by his late grandparents, Tlhabana and Nape Lefoka. They had no formal education, but they ensured he never missed a day of school.

"It is very important to be teachable and open to new perspectives," concludes Lefoka. "I learn from my students as often their experiences in the built environment are far more interesting than mine. Representation matters more than we realise and I believe when students walk into class and see someone like them as their teacher, it may be the catalyst they need to keep going."

-Tamsin Oxford

DR MELISSA CARD (34)

Clinical Psychologist / Senior Lecturer, University of Johannesburg



@Michi_05

■hirty-four-year-old clinical psychologist Melissa Card is a senior lecturer of psychology at the University of Johannesburg (UJ) with an impressive resume of studies, learning and achievements under her belt, including, above all, a sense of priority in being able to hold up a candle to the goodness of humanity.

To date, she is one of the youngest doctors of psychology in South Africa, having earned her doctorate at 31 in 2016. In the same year, she also won the faculty teaching excellence award and followed this up with the vice chancellor's teaching award in 2017. Over the years, she has developed further skills in psychotherapy, clinical supervision, lecturing, psychological assessment and workshop development and training.

Added to this impressive bulk of work are three international journal publications, international conference presentations, and a certification as

a yoga practitioner across Womb Yoga, Yin Yoga, Vinyasa Yoga and Restorative Yoga.

"I heard this quote - 'be the reason someone believes in the goodness of humanity' – and I think this is what keeps me inspired," she says. "Working with people who want to see a difference in their lives and connecting with my students and patients lets them know that they have someone in their corner."

Card, who was born and raised in East London and read for her undergraduate degrees at the University of the Witwatersrand, works as both a lecturer and in private practice. She teaches from first year to masters level, and supervises postgraduate research projects across UJ's honours, MA and PhD programmes.

"I hope to cultivate a curiosity for learning, knowing, questioning and creating in the field of psychology,"

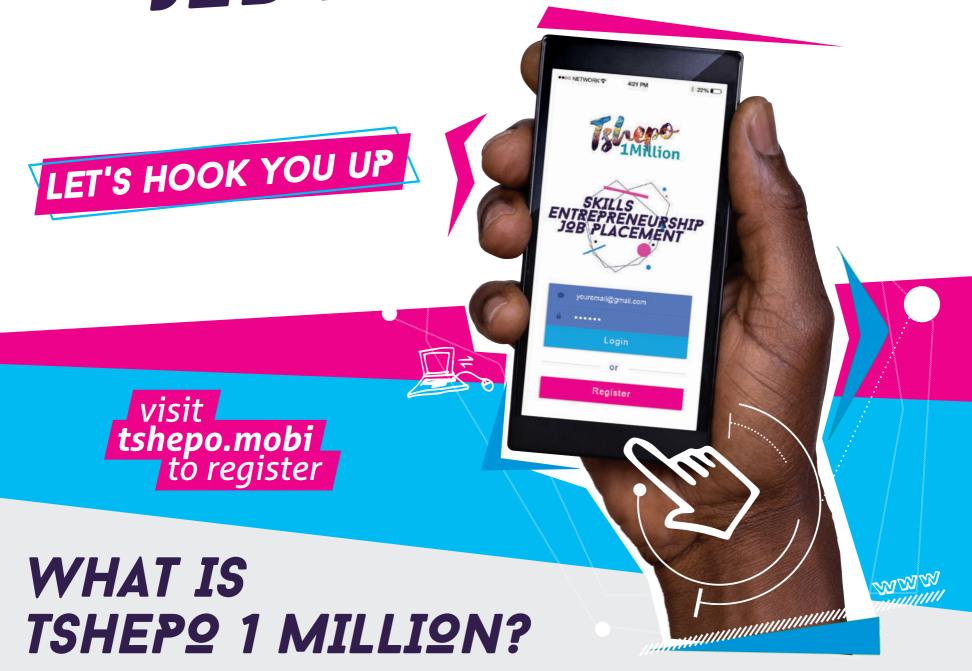
"I hope to continue to grow in the academy and to ultimately climb to the level of professor. In my practice, I would like to establish a therapy centre where people can access therapeutic services for reduced rates or for free. This would allow for counsellors and therapists to volunteer their services to the less privileged."

Her work ethic dictum is clear: "If you want something you've never had, you have to do something you've never done and that's the difference between those who dream of success and those who get up every day and make that success happen." - Tamsin Oxford



TSHEPO 1 MILLION

SKILLS ENTREPRENEURSHIP JOB PLACEMENT



Tshepo 1 Million is a Gauteng Provincial Government, youth empowerment initiative designed to break down barriers for youth to participate in the economy – with any education level, including sub-matric













AYANDA MAGIDA (31)

Researcher, Wits Business School



hirty-one-year-old researcher at the University of the Witwatersrand, Ayanda Magida, oversees and manages the research portfolio in the Chair of Digital Business at the Wits Business School (WBS), and she is responsible for driving the research agenda and coordinating the school's master's and PhD research programmes. Her own current research focuses on the future of work, the social and economic effects of digitalisation and digital inclusion, and on the digital financial inclusion in Africa.

The initiative 4IRSA, seeks to proactively facilitate a discussion on the Fourth Industrial Revolution. As part of the operations committee in 4IRSA, Magida is responsible for the development

and implementation of its research agenda in line with five themes: the future of work; inequality in society; state and citizenry; future opportunities; and critical success factors.

Further to this, she is part of the WBS ethics committee which oversees and ensure that all research conducted by the students meets the ethical considerations of research. Her PhD research was on the political economy of the digital divide in South Africa which has the potential to contribute to the academic understanding of the digital divide in the African

Magida notes that strides have been made in as far transformation and inclusion of Black women in academia is concerned in the higher education sector through the Department of Higher Education and training new generation of academics programme which is facilitating the inclusion of previously disadvantaged groups into academia.

But Magida is not only office bound. Her hobbies include travelling, hiking and reading books that offer pragmatic insights into doing things better. — Welcome Lishivha

REV. MANTIMA THEKISO (29)

Minister of Religion, Methodist Church of Southern Africa



闰 @_ntimi007

t 29, Mantima Thekiso is one of the youngest ordained ministers in the Methodist Church of Southern Africa. She brings a sound theological understanding and strong academic background to her role, making her arguably one of the country's most gifted ministers. She strives to empower young people through education and insight and is currently enrolled for her PhD in theology. Thekiso's work challenges complacent dogmas and ideologies, introducing fresh ways of looking at theology and reaching young minds.

"I draw inspiration from real life faith encounters with women and men who seek to make sense of the world through the lens of their faith," she says.

"I find it interesting that part of the human quest is to make sense of the role that faith plays in everyday life experiences."

Thekiso is also inspired by theological education that seeks to challenge previously accepted forms of theological research, mostly male, westernised and elitist, which don't always communicate to the lived experiences of African people.

"My role, I believe, affords me the opportunity to use my convictions of faith and pair these with theological training in ways that allow me to influence for positive change and the restoration of human dignity in the communities I serve, and to challenge previous biblical readings which have contributed to the adverse treatment of those who are on the margins of society - women, children, the poor and the marginalised," she says.

Thekiso's passion is to work with young people and improve their quality of life in terms of moral regeneration and in encouraging participation. Her hope is to see people's lives positively enhanced through church participation while emphasising the role that religious education has to play.

"It is through this role that I find the space to be an active citi-

zen in moulding our society," she concludes. "I plan to be even more involved in the education and training of those who seek to follow their calling into ministry and who wish to study theology for their personal



Photo: Gavin Morein



NONDUMISO PHENYANE (28)

Lecturer, Stellenbosch University



Nondumiso T Phenyane

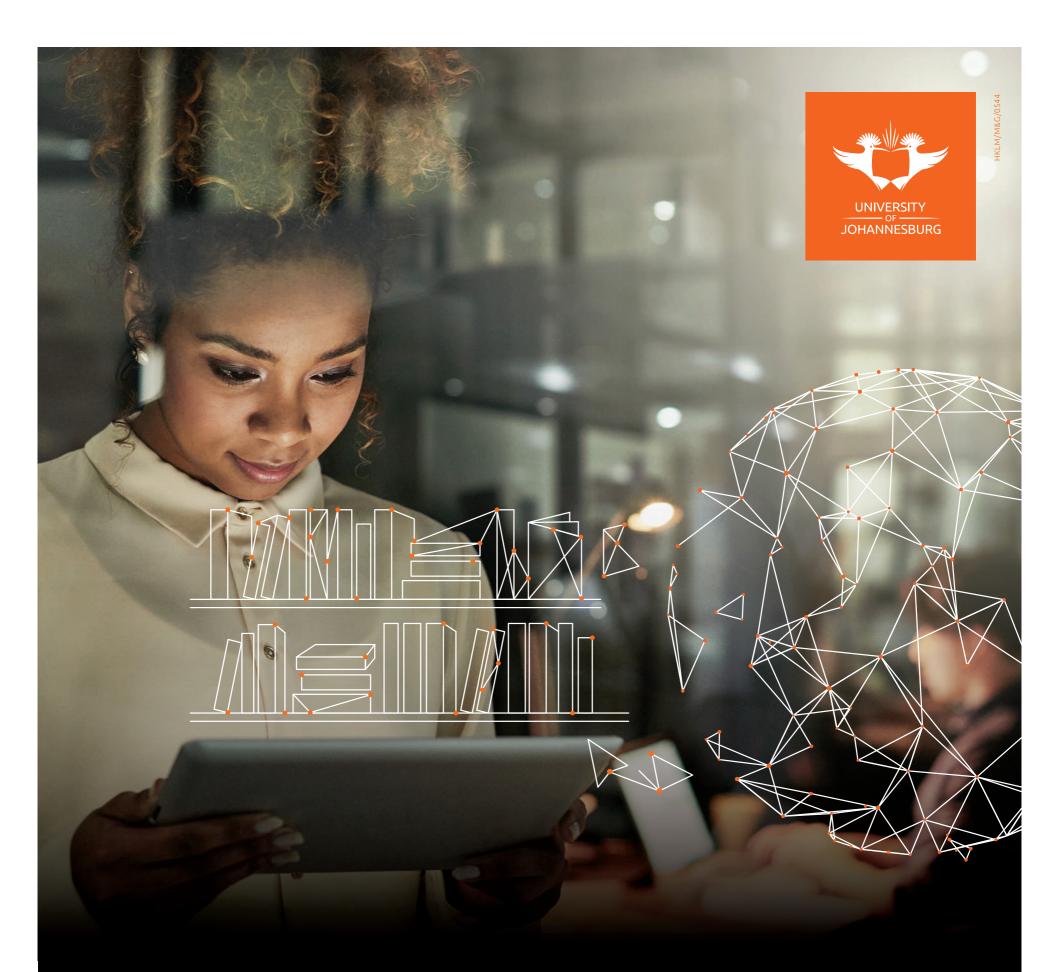
ondumiso Phenyane is one of the youngest Black lecturers at Stellenbosch University's law faculty. She teaches the Law of Evidence and Mercantile Law and has the rare privilege of being the course convener for the Law of Evidence course. Prior to joining Stellenbosch University, she was a legal researcher at the Supreme Court of Appeal and worked on high-profile cases such as the Director of Prosecutions, Gautena vs Oscar Pistorius, and Van Breda vs Media24 Limited. She has a Bachelor of Social Science in International Relations and Organisational Psychology and a Postgraduate LLB from the University of Cape Town.

"We often expect young people in urban townships to make good decisions, but we seldom consider how much of a tall order it is to achieve this when you are mostly surrounded by brokenness," says Phenyane.

"Through my work as an academic and a businesswoman I hope to affirm and uplift young people in urban townships around me."

Phenyane wears two hats - one as an academic and another as a businesswoman. As an academic her goal is to contribute to the transformation of a predominantly white profession, as she believes young Black people would like to see people who look like them in their lecture rooms.

"I also hope to do research on access to justice in urban townships and that my work in this field will lead to the legitimisation of informal community tribunals," she adds. "I want to finally graduate with my Master of Laws and proceed to a Legum Doctor over the next few years. Over the even longer term I want to publish extensively on the issue of access to justice and eventually obtain a professorship at the University of Stellenbosch." — Tamsin Oxford



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The Future Reimagined







JESSICA BLOM (28)

Programme Manager, Centre for Early Childhood Development



🔋 ejess_blom

he early years of children's development are crucial in influencing a range of education, health and social outcomes, and 28-yearold programme manager for the centre for early childhood development (CECD), Jessica Blom really believes in this. She has invested her career so far in the non-profit organisation.

Its philosophy is that by providing quality early childhood development programmes, young children are given a head start in life that enables them to progress through formal schooling and to exit, having completed school successfully. The centre aims to contribute to a society that puts young children and their educational needs

The core work of the centre is focused on supporting other centres similar to it, so that children all over South Africa can receive quality early education and care when they attend an ECD centre.

During her earlier years at CECD, Blom



developed and managed the Young Leaders for Children programme, a national yearlong leadership programme that empowers young non-profit leaders to provide sustainable services to children in South Africa. The highlight of this programme is to create a powerful network of young leaders from across South Africa who can encourage

and support one another and drive each other to make a sustainable difference in the lives of children.

In April this year, Blom submitted her master's thesis while working a fulltime job, convening and lecturing a fourth year University of Cape Town class in the department of social development.

"I am informed in my teaching by my work experience and I am able to use the work I do to bring to life academic and theoretical models. I also believe that students have much knowledge and that they are not 'blank slates' who come into a lecture to just learn from me. Social development is not something that happens in the abstract, it is rooted in our everyday realities" she adds.

She also sits on the committee of the Literacy Association of South Africa (Litasa) in the Western Cape on a voluntary basis. Her work for Litasa entails organising workshops and events that promote teaching and research in reading and writing at all levels in South African

society. The organisation empowers and assists South African citizens to be literate and be able to develop to their reading potential. She's is part of this year's organising Litasa's annual conference, entitled Masifunde ditale: Literacy and language in a multilingual world.

- Welcome Lishivha

ARNOLD MAUDI (24)

High school Science Teacher & sports coach



o aThabo_Arnolds

■wenty-four-year-old high school science teacher and sports coach Arnold Maudi is involved in ensuring township schools integrate sports as a culture in the township of Mamelodi, northeast of Pretoria. He is currently serving as chairperson of the Mamelodi High school sports committee, a body that deals with promoting and facilitating participation in sports amongst the youth at school level. The driving force behind his work is his confidence in the many extraordinary and talented youth in townships who lack the resources, support and exposure they need to improve



their livelihoods.

Maudi is heavily involved in promoting and facilitating participation in sports amongst the youth at school level as an attempt to popularise sports over drugs and alcohol. He takes his involvement in facilitating high school games and organising relevant logistics that will ensure inclusion of Mamelodi schools into regional and provincial championship games, very

A member of the Global Shapers Tshwane Hub group which advocates for promoting the United Nations Social Development

> Goal, community engagement and youth empowerment.

One of the hub projects he is part of is the annual project called FinLit, which offers financial literacy to youngsters in grade 8 and 9, as well as entrepreneurship skills.

"Sports was slowly dying out and it was mainly due to lack of funds. Being voted regional chairperson of high school sports in 2019 was a highlight in my career because it allowed me to ensure that 18 high schools in Mamelodi got involved in athletics, soccer, netball and volleyball which hadn't happened in more than five years,"

-Welcome Lishivha



BHASO NDZENDZE (23) Research Director, Centre for Africa-China Studies



🔃 eBhasondzendze95

wenty-three year old academic Bhaso Ndzendze wears two professional hats at once, but he loves them both. He is both research director at the University of Johannesburg's (UJ) Centre for Africa-China Studies and a junior lecturer in the department of politics and international relations at

"I was fortunate enough to know what I wanted to do from a young age, and started quite early to demonstrate my ability to start, modulate and complete a research project independently," he says.

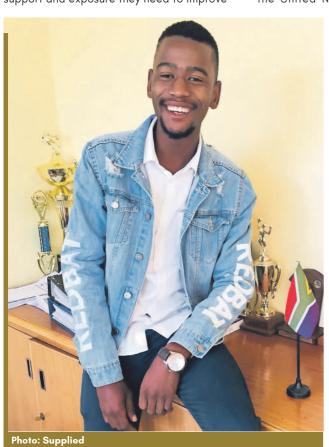
As research director, he draws up an annual research strategy for the centre in collaboration with its executive director and colleagues, and then his task is to implement and modify it. He also manages the research outputs of non-resident research fellows associated with UJ in Zimbabwe, Ethiopia, Brazil, Russia and China, and is constantly recruiting newer ones, in addition to co-lecturing a course on the international political economy of Africa-China relations and supervising postgraduate students.

For Ndzendze, the life and work of John Fairbanks, who was the first non-Chinese historian to write major volumes on China, played a key role in inspiring his passion for China. Michael Barr's Who's Afraid of China? is another major influence on him, as it highlights the puzzle that China poses in relation to international relations.

Ndzendze's greatest contribution to Africa-China studies so far, which was cited in a book recently published by Oxford University Press, is the fact that China-Africa relations is an analytical impossibility. "China's relations with the over 50 countries on the continent take on such differentiated forms, due to the diversity of actors that speak of 'Africa'-China relations as a shorthand for a broad phenomenon rather than a relationship," he

His book Africa: The Continent We Construct, was published in 2015 by Pretoriabased Verity Publishers, when he was only 19. One of the greatest highlights of his early career was organising a seminar on satellite and outer space cooperation between African countries and China. In his spare time, he likes to visit historical museums; and the South African National Museum of Military History is his current favourite. While he occupies his spare time in learning to code, another pastime of his is learning new languages and Mandarin and Amharic are top of his list.

— Welcome Lishivha









DR THABANG SEFALAFALA (31)

Economics lecturer, University of the Wilwatersrand

@Thabang_Sefalafala

hirty-one-year-old economics lecturer Dr Thabang Sefalafala decided on an academic career because it represented a platform to express curiosity and intrigue about the world and other people.

He lectures at the University of the Witwatersrand, having enjoyed a stint as deputy director for the Gauteng department of Economic Development, under the economic policy and development cluster. His role as deputy director enabled him to work with research as well as policy: He conducted research and developed industrial strategy to help support the development objectives of the department.

Armed with his PhD in economic sociology from Wits, Sefalafala really loves to teach. "I want to contribute to research and intellectual development of students through supervision and other means. If we do not build proper research and intellectual capacity in the country, we are going nowhere," he says.

Sefalafala's research focuses on areas such as labour, economic policy and development, which he has accomplished with distinction and he's been no stranger to awards ranging from commendations and accolades to funding. Yet, still he feels that there is a major transformation gap in the academy and "if we want to participate in active knowledge production, pursuing an academic career is a compelling way of doing that", he says.



A founding member of a book stokvel, a collective that came up after a realisation that there was a lack of support for authors and distributors in African literature, Sefalafala is very proactive in his community. In order to join, members sign a 12-month contractual agreement and every month, each member contributes R250 to a business account. A roster is developed indicating the month in which each member will receive his/her books. Each member gets to choose their own book collection which are purchased by the stokvel's administrator from African-owned book stores and vendors.

In his spare time, Sefalafala loves to hike, jog and shop.

- Welcome Lishivha

THEMBILE NDLOVU (26)

Programme Manager, Microsoft 4Afrika



enonhletee2

hembile Ndlovu is the cofounder of ACT - Authentic Chicks Talk - an NGO that empowers young women through dialogue sessions, giving them the tools they need to speak up and become active citizens in their lives and communities. Ndlovu is also the former curator of the World Economic Forum Global Shapers Tshwane Hub that drives positive local impact within the Tshwane community. She is on the advisory board of the Transformative Development Capacities, an organisation that works to promote transformative approaches in Africa and she has recently been appointed the director of business development for My Voice, an organisation that safeguards the quality of democracy in South Africa.

"We live in a world where being true to yourself and your work is rare," says Ndlovu. "I believe that by being true to who you are enables you to work to your strengths. In my family we say 'excel in your lane' and this is so true — there is no need to be the second best version of someone else when you have been given the gift of being the best version of yourself."

Inspired by her mother, Ndlovu grew up in an environment where talking about global issues was the norm. She stared volunteering at an early age in orphanages, attending climate change dialogues and sex worker health education forums. She knew from a very young age that she wanted to contribute to making the world a



better place. She just needed to figure out how.

"As a young girl hearing stories about women being raped and abused by family members, by boyfriends and husbands, women being shamed for their bodies, girls dying from illegal abortions — I found myself asking a lot of whys," concludes Ndlovu. "I knew that I wanted to encourage girls to love themselves and be proud of who they are. I believe that we all need to be accountable from start to finish. This accountability starts in our daily lives and extends to our chief executives and our presidents. Shifting the blame doesn't solve the problem."

With an impressive career history behind her at the tender age of 26, it seems that Ndlovu is a woman to watch in South Africa. She's making change happen in all the right places.

-Tamsin Oxford



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NATIONAL YOUTH DEVELOPMENT AGENCY HOSTS PRE-STATE OF THE NATION ADDRESS YOUTH DIALOGUE WITH PRESIDENT CYRIL RAMAPHOSA

The National Youth Development Agency hosted the pre-State of the Nation Address Youth Dialogue with President Cyril Ramaphosa at the GCIS Imbizo Center in Cape Town. Over 200 young people were in attendance from school, to university, to youth in business, young professionals, unemployed youth and youth in the social sector. Six speakers from different sectors had the opportunity to lay out the successes of the democratic government but also to outline the extreme challenges faced by the youth of South Africa. The Executive Chairperson of the NYDA, Sifiso Mtsweni set the scene by indicating that the dialogue carries a mammoth task as it takes place ahead of the State of the Nation Address. Young men and women are afforded a chance to directly talk unto their hopes and aspirations, their challenges and their fears. The youth offered the following advice to the President:

PARTNERSHIPS FOR CHANGE

Chartered accountant and social activist Khaya Sithole focused

on the strong correlations between partnerships for change and their fundamental impact on society. He specifically referred to change of fortunes in the Free State education system through the work conducted by the Kagiso Shanduka Trust.

The revolution continues to be intersectional

Camagwini Sixishe spoke of how the different constructs in society, race, class, gender cannot be isolated from one another because they intersect with one another. Support formations for queer beings are there but they need to be broaden their vision and focus. Queer beings are sidelined at schools, at home and in the workplace. Queer beings always have to go the extra mile to validate themselves, in attire, in action and in what they say, because society is not that welcoming.

Unemployment, Education and Decolonisation

One Day Leader Season 7 winner, Anisa Mazimpaka articulated















that unemployment is a deep-rooted outcome of the state of historic, systematic and institutional justices' inequality in South Africa and this is seen in our Gini coefficient - together with a concoction of generational privilege that play out. This too linked with the emergence of 4.0, the pertinent question is - are our institutions of higher learning still preparing us for existential jobs?

Our economic freedom cannot be cannot be achieved without the emancipation of the mind and our curriculums need to be decolonized so that South Africa's history is told.

South Africa's Uber of Home Services

Aisha Pandor founder of startup technology company, SweepSouth, dubbed the Uber of home cleaning services and poised to exceed R100 million in revenue, passionately spoke about the value of supporting innovation and youth entrepreneurship. SweepSouth has created 12 500 jobs and Aisha indicates that 200 similar companies could create 2.5 million jobs.

Commitments

The Department of Small Business committed 43 youth owned businesses to be funded, while the Department of Employment and Labor has created 43 new posts, reserved for young people, many of the posts not requiring experience, and with the recruitment to be through an open transparent process.

The National Youth Development Agency announced a R21 million partnership with the Unemployment Insurance Fund to train 1000 new artisans with defined exit opportunities post training.

Aspen Pharmacare committed to 43 new work opportunities for youth and South African Property Association 43 internships for young people in the property sector.

Youth Development is everyone's business. 6 million young people are not in employment, education and training. An opportunity changes everything. The NYDA calls on all sectors of society to create an opportunity for a young person no matter how small.









JESSICA BREAKEY (26)

Associate Lecturer, School of Electrical and Information Engineering, University of the Witwatersrand

in Jessica Breakey

essica Breakey (26) is a sociologist working as an associate lecturer in the School of Electrical and Information Engineering at University of the Witwatersrand, where she co-ordinates a multidisciplinary course called Engineers in Society, teaching final-year electrical and information engineers. The course is aimed at connecting social and critical theory to the rapid emergence of new technologies, and challenges students to use a sociological lens to examine the roles of race, gender, power and prejudice in datasets, algorithms and Artificial Intelligence. She believes this work to be necessary because, "the students are designing future-shaping systems and organising processes and structures many of us can't even imagine just yet".

Breakey says: "I went into this line of work for exactly that reason - I didn't think there were enough people talking about the social side or the human consequence of what has popularly been termed the 'Fourth Industrial Revolution'." She says that it was particularly tough for someone with her background

in the social sciences to delve deeper into design processes and their impact on society. But she has seen a gap for plenty of critique to offer as the Fourth Industrial Revolution grows. "New technologies have had profoundly negative consequences and often propagate systemic injustices, and I want my students to do better, think deeper and use their wonderful and unique skill set to promote justice," she says.

Although Breakey tries to keep her teaching and research relevant and responsive to what young people in South Africa and the world are thinking about, she says she finds it incredibly hard to be taken seriously by students, colleagues and the institution as a young academic. "I still haven't worked out how to deal with it all, but being both strong and empathetic are two parts of me I love and want to hold onto as I move in academic spaces."

Breakey is a Mandela Rhodes Scholar and holds an MA in Sociology from the University of Witwatersrand and an MPhil from University of Cambridge which she



completed on the Chevening Scholarship. She also holds another role as a researcher at the Southern Africa Labour and Development Research Unit, working on a Basic Package of Support for young people who are not in education, employment or training. When she is not working you will probably find Jessica walking her dog Milly at Emmarentia Dam.

-Welcome Lishivha



TOLIKA SIBIYA (33)

PhD candidate, Nelson Mandela Metropolitan University



📘 eTolika47971081

Ihirty-three-year-old Tolika Sibiya has held the position of technical and vocational education and training researcher at the Centre for Integrated Post-School Education and Training at the Nelson Mandela Metropolitan University in Port Elizabeth. He has also worked as a research assistant for the Raymond Mhlaba Research Institute for public administration and leadership; as a researcher on a project commissioned by the Human Sciences Research Council, and has been a research assistant for the Centre for Researching Education and Labour at the University of the Witwatersrand. With this full resume, he's still found the time to co-author a book, write for some of South Africa's most popular newspapers, and serve several youth organisations, non-profit organisations and non-government organisations.

"My goal is to be part of the academia and young intelligentsia that society needs to solve its problems," he says. "I want to help contribute to knowledge production, especially in the education sector, particularly around the thorny issue of skills and unemployment among the youth. I want to contribute to issues relating to industrial growth and transformation, and youth development."

For Sibiya, the South African youth are his greatest inspiration. And he is inspired by how they step up and step forward in spite of the socioeconomic challenges that face them and their profound commitment to building a non-racial, non-sexist and prosperous South African.

"Their efforts to contribute meaningfully towards the future of this nation make me proud and confident of the future," he adds. "My plans for my future are clear and straightforward. I want to help young people realise their full potential through organisations I am part of. I want to lead by advocating their interests and addressing the scourge of unemployment."

The lofty goals driven by Sibiya are inspired by some of his mentors and those who have supported him over the years. Those who stand out include his late high school economics teacher, Mr Mndiyata, who contributed towards who he has become today and shaped his world outlook.

"My advice to all young South Africans is that success does not come cheap or easy," concludes Sibiya. "Hard work, commitment, and determination are the steps to success. Most importantly, education is they key. It may not guarantee you a job today, but it does guarantee you a better tomorrow." -Tamsin Oxford

LINFORD MOLAODI (27)

Teacher and Executive Director, TeaSterl Projects



🚮 Linford Molaodi

inford Molaodi won the national best teacher award in the excellence in ICT-enhanced learning and teaching category at the Department of Basic Education competition in 2019 and the Limpopo teaching awards in 2018. He teaches physical science to Grade 10, 11 and 12 pupils at Masemola High School in Ga-Masemola, Limpopo and his awards attest to his incredible passion for his occupation.

Molaodi has launched multiple initiatives in his home province, working hard to deepen learning and build networks on a shoestring budget. He is one of the founding members of the non-profit organisation TeaSterl Projects that is dedicated to advancing teaching in rural settings, and he actively serves as a consultant in his district.

"I am inspired when I see the impact

that I have on the lives of my learners, many of whom come from disadvantaged backgrounds," he

"The excitement of seeing them succeed and collect accolades in tertiary institutions adds flavour to my community development projects. I am also inspired by the teachers who change their practices through my teacher development training."

Today, Molaodi works with teachers to infuse technologydriven tools into their teaching methodologies. He also supports learners in rural villages by providing them with intensive career guidance and sustained mentorship.

"I would like to see the learners under my mentorship become critical, responsive and active participants of the South African society," he adds. "I also want them to become part of my projects in community development. My goal is to adopt five or more rural and underachieving schools that can serve as our model schools and to give these children intensive career development opportunities."

Molaodi is inspired by his TeaSterl Projects team as they all share similar life philosophies and overcame difficult challenges in their childhoods. He was also inspired by his university lecturers, Dr Jacqueline Batchelor, Dr Anasthacia Buma and Mphiriseni Khwanda as they believed in his work.

"For every solution we bring, we must have the intention of bringing about a peaceful society, one that lives with the spirit of ubuntu," concludes Molaodi. "No pride, arrogance, racism, tribalism, sexism and xenophobia - just working towards achieving goals and using our gifts to find solutions."

- Tamsin Oxford





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DR MUSAWENKOSI DONIA SAUROMBE (25)

Senior Lecturer, University of the Free State

eMusaSaurombe

he's only 25, but Dr Musawenkosi Donia Saurombe has already achieved the status of senior academic at the University of the Free State. This is because her schooling was fast-tracked and she completed high school at the age of 15.

She enrolled at the University of the North West at the age of 16, and by the time she was 21, she had attained her master's in industrial psychology. She wasted no time and delved right into her PhD the following year, completing this qualification also, in a record time of two years, breaking an astounding academic record by becoming the youngest female PhD in Africa, at the age of 23.

Saurombe's research work focuses on talent management and talent value proposition which entails the investigation of the relationship between employee and employer. Saurombe's work explores the psychological contract that often exists between the two parties: what the employer offers to the employee for their expertise and contribution to the organisation and what the employee expects to receive for their expertise, commitment and

contribution to the organisation.

Although it may seem like she breezed her way through her academic qualifications, Saurombe experienced financial constraints throughout her studies, especially at undergraduate level.

"My father is a teacher by profession and my mother had to work several part time jobs to pay for [my] fees. Even then, sometimes I would run out of resources during the month and was always reluctant to tell my parents when I ran out of food or money because I knew the sacrifice they were already making," she says.

Her appointment as senior lecturer has been significant for her. Acknowledging the fact that many other academics take many years to reach this status, she admits that the appointment was a surprise to her because it was contingent on the work she had been teaching on a junior level for the past two years, at North West University.

Saurombe is very aware of her status as a role model to many young Africans. "This means I must live my life with great honour and strive for success", she smiles.

- Welcome Lishivha



DR TARYN BOND-BARNARD (34)

Senior Lecturer, University of Pretoria

Taryn Barnard

ast year, Taryn Bond-Barnard was awarded the global young researcher of the year award in 2018 by the International Project Management Association (IPMA). The award recognised the exceptional research she had done in her field and her PhD research into project communication, trust, collaboration and success. She has been subsequently invited to serve on the IPMA Research Group until 2021 with the focus on promoting and pro-

viding support for the IPMA Global Research Awards. Bond-Barnard has also been chosen for the Tuks young researcher leader Trogramme (TYRLP) and received the University of Pretoria graduate school of technology management teaching and learning award in 2018. "I moved from



to: Mariki Uitenweerde/EYEscape

and lecturer was something that fulfilled me," says Bond-Barnard. "I don't expect to change the world, I just believe that you should use the talents God has given you."

Bond-Barnard plans to maintain a high level of academic excellence in South Africa over the next few years and she wants to inspire young South Africans to consider education and research as a career.

"It is only through education that we

can uplift our fellow South Africans," she

says. "My journey has been inspired by my family - my two sons - and by my students. They have worked so hard to get where they are and many continue to do so. Many are full time employed and have children and a family and yet they still make the time to further themselves and their

> Bond-Barnard believes that young South Africans need to be resilient in order to succeed, and they need to acknowledge how others have helped them achieve their

"Know yourself and remember others, you didn't achieve it all on your own," she concludes. "I was most helped by my parents as they taught me to work hard, be resilient and always do my best."

> - Tamsin Oxford

DR MPHO RABORIFE (30)

Senior Lecturer, University of Johannesburg



@MphoRaborife

■hirty-year-old computer science academic Dr Mpho Raborife completed her PhD at the University of Witwatersrand by the time she was 26. Her achievements include winning the L'Oréal Women in Science scholarship in 2013, and a doctoral award from the Department of Science and Technology for Women in

Science, the following year. Raborife started formal schooling earlier than her peers, and had a head start in terms of chronology, but she is humble: "I have been fortunate enough to gain access to funding for my higher degrees and

have had great mentors throughout my career," she says. A seasoned presenter and researcher, Raborife, is no stranger to platforms such as TEDx and she has also worked for the Council of Scientific and Industrial Research, Wits University and now the University of Johannesburg where she works in the field of computational

using both computer science and linguistics phonology, is on the limitations of human language technologies and how they can be improved

u s i n g

phonology

linguistics. In this

role, her focus,

and theoretical computer science.

"I realised that speech technologies developed for our languages did not fully capture the properties of our languages," she says.

The driving force behind Raborife's work is the need and hunger to learn more, which she agrees has made a career in science the perfect choice for her. Her research is notable through her publications, particularly in the Computer Science

> still highly prevalent. At the moment, she is pondering the question as to how, in the era of the fourth industrial revolution, technology can be developed to address the needs of South Africa. In her downtown, Raborife enjoys kickboxing and

> > swimming.

domain where gender inequalities are

- Welcome Lishivha



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MNQOBI BANELE NJOKO (30)

Lecturer, University of Limpopo

@Mnqobi_Banele

evelopment and planning academic Mngobi Banele Ntjoko has an impressive resume for someone so young. Just last year, he completed his Bachelor of Community Development Studies and his Honours in the same field; he was offered a scholarship from the German academic exchange service (DAAD) that took him to Friedrich-Alexander University in Nuremberg, Germany; and he was granted the Erasmus Mundus Scholarship enabling him to complete his master's in development management at Ruhr University in the German town of Bochum. But that's not all: he was also named one of the most inspiring graduates at the University of Kwa-Zulu Natal; appointed the academic development officer for UKZN's school of built environment and development studies, and published three articles in department of higher education and training-accredited journals.

"I have always wanted to change the socioeconomic status of my family and it pushed me to work hard," says Ntjoko, who grew up in Estcourt, a small town in KwaZulu-Natal.

"As I grew, I drew inspiration from people who have come from challenging backgrounds and yet made successes of their lives. Today, I am very passionate about education, specifically for young Black South Africans from rural



backgrounds."

Njoko wants to change the face of academia in South Africa - the average employee in this sector is a 60-year-old white male. He believes this makes it hard for young Black people to believe that they can occupy the same spaces.

"I have the platform to inspire our students and it has given me the opportunity to show the university what we are capable of," he says. "My immediate plan for the future is to complete my PhD and then to further grow in the field of academia, particularly in development planning and management."

"Only you know what you want in life and what it needs from you," he concludes. "To be a success is an every day decision. You have to make this choice daily. My advice to young people is to remember that their backgrounds do not determine their future."—Tamsin Oxford

on't tell Dr Tebogo Mashifana (31) that engineering is only for men! This senior lecturer and researcher in the faculty of engineering at the University of Johannesburg (UJ) has already achieved her doctoral degree from UJ, a MBA from Regent Business School and is currently studying for her postgraduate diploma in higher education. Passionate about finding solutions to the challenges that affect environmental pollution, Mashifana is committed to community, peo-

"I am learning every single day that I need to share, transfer the skills and the knowledge that I have acquired to those I meet. I have seen these skills transferred to the students I teach and I could not trade that experience for anything. As a researcher, I am given the opportunity to investigate solutions to some of the challenges that this country is facing. It is what I love doing,"

For Mashifana, it is critical that she invest her time and effort into developing value-added products that can address the human settlement and unemployment challenges. She works on community development projects and motivates young people, mostly young women and girls, to pursue careers in science, technology, engineering and mathematics.

"My family inspires me a great deal - the joy and pride my parents have every time I share a milestone is something that keeps me going," she

One of the people who has most motivated and helped Mashifana on her journey is her husband, Kgaogelo Mashifana. She describes him as her greatest motivator and someone who makes her

DR TEBOGO MASHIFANA

Senior Lecturer, Faculty of Engineering, University of Johannesburg

Tebogo Mashifana



journey bearable. "He always says to me 'we will support you' and I know he really does," she adds.

"I have come to learn that there are young people who look up to me and because of that I am always walking the extra mile, working a little harder. I want to show them that they can achieve anything they want. My advice to those who want to achieve success is to grab opportunities with both hands. It is one thing to dream, another to do something about it." — Tamsin Oxford



DR MPHO TSHIVHASE (33)

Senior Lecturer, University of Pretoria



@BlackademicM4

r Mpho Tshivase is a senior lecturer at the University of Pretoria and obtained her PhD in Philosophy from the University of Johannesburg. She is the first Black woman to achieve this significant accolade in South Africa and it is a testament to her hard work, passion and commitment to this field. In addition to these achievements, she is the first Black woman president of the Philosophy Society of South Africa and has a list of awards and recognitions behind

"Professionally, my role involves lecturing undergraduate and postgraduate students and supervising postgraduate research projects," says Tshivase. "I am currently abroad on a visiting scholarship as part of building international scholarship on topics relating to African knowledge systems and the works produced therein. Part of the aim of this project is to decolonise academia and what we teach at

universities in Africa."

Tshivase is, on top of this impressive workload, a researcher. She works in the fields of uniqueness, personhood and African ethics and this work intersects with her other research themes of feminism, love, death, authenticity, and autonomy among others.

"I also have an interest in exploring the ontological status of Blackness," says Tshivase. "I am a guardian to a group of students who form an executive committee of the Faculty House in Humanities, an academic mentor for some students on the Student Representative Council, and I am a consultant at Redhill School in Johannesburg, which runs a project on philosophy

Tshivase plays multiple roles across numerous education institutions and levels of society, but she's tempered with a deep humility and awareness of others.

"I have humbly learned not to plan for the future, as tomorrow is a mystery that will only become known to me when it manifests," she concludes. "My journey has been affected by many people in different yet valuable ways, especially by my late mother, who unfailingly prioritised my wellbeing. She created a space for me to use the world as laboratory where I could experiment with different ideas and models of life."

- Tamsin Oxford

DR KAPIL MOOTHI (33)

Head of Department of Chemical Engineering, University of Johannesburg



o ekapilm_86

s a child, Dr Kapil Moothi enjoyed studying and learning. "I was always inclined towards studying, from my time at primary school - I really did not dread going to school," he says.

Now Moothi is an associate professor in the faculty of engineering and the built environment at the University of Johannesburg (UJ), and the head of department for chemical engineering. He has an impressive CV, and a master's degree and PhD from Wits University.

He says he studied an additional degree in higher education "so as to improve my skills and knowledge in teaching, learning and assessment practices".

Teaching is also one of his favourite parts of academia. He enjoys his interactions with his students. "It is fulfilling to watch them grow and develop to become 21st Century graduates equipped for participating in the Industrial Revolution," he says, adding that he loves speaking to high school students about the engineering field.

Moothi has never been one to back away from a challenge. He began studying in the field of engineering because he had heard it was a difficult programme. He says he knew then "that is a challenge I would like to take

After studying he worked at Sasol because he felt "it was time I get this 'work experience' that I heard people talking about". However, he wasn't prepared for the mental adjustment required and grew disillusioned with the whole experience. "I had not spent a decade of my life studying to end up doing this kind of routine job," he says. He then took up the job teaching at UJ.

> him to conduct further research in the "role of nanotechnology in environmental engineering for the treatment of water and wastewater".

Moothi says he enjoys academia as it allows

He hopes his research will help support the United Nations Sustainable Development Goal of ensuring availability sustainable management of water and sanitation for all.

Looking to the future, Moothi says he hopes to have a role in shapina and developing the graduation of Black female students. "That's something I'd really like to see -Black female South Africans students becoming lecturers and that's something I'm passionate about."

— Fatima Moosa

Photo: Supplied







SIYABULELA SOKOMANI (34)

Co-founder, Shoots and Roots Agriculture



📋 epsya83

iyabulela Sokomani is co-owner of Shoots and Roots Agriculture and cofounder of non-profit organisation Township Farmers, but he might be best-known as the man who runs marathons with a tree on his back.

"Tree planting and environmental awareness should be every citizen's duty in this country," he says, in explaining his publicity stunt with lasting results, he hopes to support this message by distributing 2000 trees with this year's Cape Town

Growing up in Khayelitsha, Sokomani began working with plants when his geography teacher, Ronel Baker, noticed his interest and encouraged him to start an environmental club. Immersing himself in this initiative, he experienced proud moments from completing the Cape Town High Schools' Environmental Quiz to planting the first trees at his school - which remain there today. Sokomani pushed to get a place in the environment management course offered by the Cape Peninsula University of Technology, but after a week, he realised that his particular interest was plants - and the rest is history, or more accurately, horticulture

Sokomani ran a nursery in the Eastern Cape which later developed into a landscaping business, designing and implementing landscaping projects for the private sector and government. When he moved back to Cape Town

in 2013, he sought employment - not an easy adjustment after having his own business, but working for a company called Reliance Compost proved fruitful as he met his current business partner, Carl Pretorius, and established Sokomani Horticultural growing plants and vegetables.

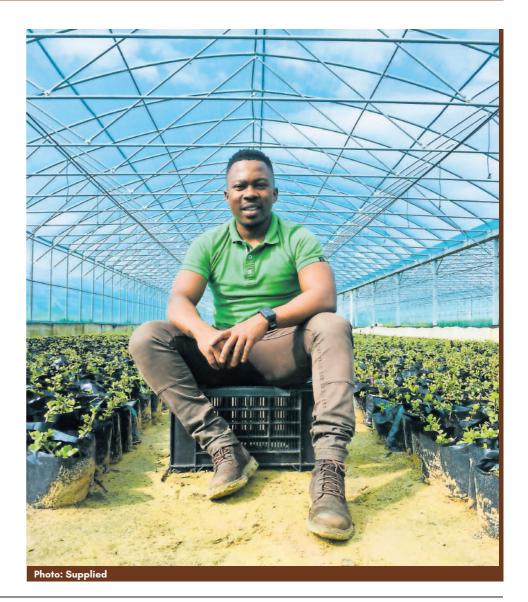
When the opportunity arose to buy a stake in an existing nursery, he grabbed it, and that business is now Shoots and Roots Agriculture, growing saplings for the largest mature tree nursery in South Africa, Just Trees; to supply to Kirstenbosch garden centre; Food and trees for Africa; and many more clients in the tree rehabilitation space.

Roots and Shoots is an ethical nursery, using no herbicides and working to minimise chemical use to exercise respect for the environment.

Sokomani has worked to plant thousands of trees in schools and public areas, partnering with children's rights activist Ondela Manjezi to form Township Farmers which works with children to teach them a love of agriculture.

As he looks to the future, Sokomani dreams of scaling his food security projects for implementation throughout Africa, believing that the green industry can be a powerful creator of sustainable jobs along with its more obvious positive environmental impact, and that South Africa should lead in curbing climate change through green initiatives.

— Cayleigh Bright



RAYMOND MONYELA (34) Founder, Monyela and Sons



emonyelaandsons

aymond Monyela is a self-motivated and self-taught farmer working towards creating food security. His farming initiative, Monyela and Sons, began as a vegetable patch in his backyard and through his persistent improvements has since expanded gradually to become a six hectare enterprise, despite him having no formal agricultural training.

Job creation is a key objective for Monyela, who, along with his wife Lerato, is able to provide for his three children and younger sister through the agricultural endeavours of his farming initiative - which, as the name suggests, might one day be taken over by the younger generation.

Speaking of his upbringing, Monyela recalls that vegetables and fresh produce were a vital part of his life and livelihood. His mother, a widow, sold tomatoes and onions to feed her family.

"We had to survive from the money she would make as a hawker at the taxi rank," he says. "Today being able to be the producer and supplier to big markets and contributing to job opportunities and food security would be my greatest achievement thus far."

Monyela grows a variety of crops, including paprika, cabbage and maize, which he supplies local markets. He also has a poultry operation of roughly 500 laying hens, and employs two permanent staff members and about 20 seasonal

His farm is in the village of Sengatane in Limpopo, about 20km from Mmotong, Polokwane,

It's clear that he's come a long way, but his entrepreneurship journey is just beginning: as yet entirely self-funded, the farm continues to grow, diversifying its produce as it expands.

Fulfilling a need that might be considered more vital than employment, Monyela and Sons creates food security by providing affordable produce close to home. Neighbours who previously had to travel to shop for these healthy staple foods are now able to save on transport costs and time.

While his key commitment to his community is as a farmer, Monyela also contributes by serving as a firefighter. - Cayleigh Bright





hirty-one-year-old Abulele Adams is an environmental assessment practitioner at the Council for Scientific and Industrial Research (CSIR) with a string of qualifications under her belt. She has an MSc in geography from Nelson Mandela University, has completed a year of courses in a masters programme at the Carl von Ossitzyk University of Oldenberg in Germany, focused on sustainability and economics management, and is a member of the International Association for Impact Assessment.

ABULELE ADAMS (31)

Environment Scientist, Council for Scientific and Industrial Research



📔 @Abulele Adams

"I am trying to contribute towards solving the unique environmental and developmental problems we face as a country," says Adams. "I have always been intrigued by the conflicts between the environment and development and now I am working with amazing people to try and come up with workable solutions: It is one of the most inspirational things I have done."

Adams is inspired by people who try to make a difference in their communities and by human resilience, particularly South African people.

In her job at the CSIR she manages the wind and solar photovoltaic (PV) strategic environmental assessment which aims to identify geographical areas best suited for the roll-out of large-scale wind and solar PV projects," she explains. "I hope to contribute towards finding a balance between conserving the environment and identifying areas where renewable energy can be facilitated."

In South Africa, the conflicting interests of development and conservation have always been difficult to balance and she is working towards finding ways of addressing this sustainably. Adams wants to play a bigger role in mainstreaming environment impact assessments in South Africa's marginalised communities.

"These communities need to be involved in environment discussions," she concludes. "They need to play a bigger role as they are the most vulnerable to climate change. I would also love to serve in government at some stage in my career and to be involved in policy and planning." - Tamsin Oxford







LONDEKA MAHLANZA (26)

Environmental Project Coordinator, Anglo American



elondeka_ml

ondeka Mahlanza has fast established herself as a leading thinker and practitioner in the field of environmental governance and management, with a special focus on mainstreaming social justice considerations in the governance of environmental resources.

Through her tertiary education - which included working towards two masters degrees at Oxford University and the University of Cape Town simultaneously - Mahlanza became aware of the socioecological aspects of environmental governance. With a clear understanding that the implications of environmental damage and climate change would have the most severe consequences for the most vulnerable in society, it was a natural next step for her to pledge her support to environmental conservation that's socially just. Mahlanza aims to support the design of climate change mitigation efforts and adaptation strategies that benefit not only the environment at large but also the people of local communities affected by

environmental change, in particular.

As part of Anglo American's fast-track management building leaders and shaping talents programme, Mahlanza who has been part of the company's efforts to support women's representation in leadership roles in the company, joined the environmental team at Anglo Platinum to support the development of environmentally and socially sensitive approaches to risk management and operational models, and has led a team that has secured funding for Dream for life Africa, a non-governmental organisation focused on educational mentoring programmes for university students.

As woman from KwaNdengezi, a township outside of Pinetown, KwaZulu-Natal, Mahlanza has long seen the importance of ensuring that the significant economic benefit of mining is matched by its social benefit - and that neither compromises environmental resources. This is a complex challenge: one that requires her deep understanding of socio-ecological systems and sensitive, interconnected governance

a n d management approaches.

She has presented to and worked with global and local actors in the fields of conservation and environmentalism, ranging from the department of environmental affairs to the United Kingdom iteration of the World Wide Fund for Nature and has most recently been awarded the prestigious Chevening scholarship to pursue her studies at Oxford, as well as numerous accolades for her work; but one of her proudest moments involves her parents: for their first trip out of South Africa, she flew them out to see her graduate from Oxford.

— Cayleigh Bright





LEANNE GOVINDSAMY (28)

Head of Corporate Accountability and Transparency, Center for Environmental Rights

eLeanneGovinds

eanne Govindsamy is the head of the corporate accountability and transparency ■programme at the Centre for Environmental Rights (CER). She is committed to social justice and the realisation of the values and rights espoused in the Constitution. She speaks about being "part of a collective movement of lawyers and activists, all working towards realising a more just and equal society, in which all people are able to enjoy [the] rights and freedoms afforded by the Constitution and in which the environment is protected and preserved for present and future generations." Govindsamy graduated from University of the Witwatesrand with an LLB degree, and she was chosen to clerk at the Constitutional Court for Justice Tholakele Madala in 2007. She was

later awarded the Ismail Mohamed Fellowship to complete her masters in International Human Rights law at the University of Notre Dame, graduating summa cum laude in 2009. She completed an internship at a legal nongovernmental organisation in India and returned to South Africa to complete her articles. She will graduate with a master's in anthropology, through coursework and dissertation, in December 2019.

Govindsamy moved from private practice to use her experience to advance the fight against corruption and maladministration. She joined Corruption Watch in 2014 as head of legal and investigations. "I have always been concerned with issues of equality and social justice," she says, "and wanted to make a meaningful impact in society through my work. I have tried to work towards this goal, both in private practice and within civil society." As details of the nature and extent of state capture came to light, this work has proved vital.

Given the changing global and local priorities around the urgency of environmental protection and climate change, Govindsamy has sought to use her corporate accountability experience at the CER. She's leading a growing campaign against the use of strategic lawsuits against public participation - or SLAPP - often used against environmental defenders and lawyers. As awareness grows about the global threat of climate change brought on by the use of fossil fuels, work by Govindsamy and the CER is of critical importance. —Cayleigh Bright

NOMUNTU NDHLOVU (28)

Managing Director: SiyaBuddy Recycling and Waste Management



@NomuntuN

passionate entrepreneur, 28-yearold Nomuntu Ndhlovu has long known that business can't just be about creating profit. As the managing director at SiyaBuddy Recycling and Waste Management, she's changed the lives of many in allowing them to earn a sustainable income - all while having a positive impact on the environment.

"The purpose of my work is to create opportunities that make the lives of people around me better. I thrive when my work impacts more than just me," she says.

SiyaBuddy Recycling and Waste Management is a buyback centre in Steenbok village, Nkomazi municipality in Mpumalanga and currently employs 28 young people and provides 1 033 indirect jobs to waste pickers selling to the

"This company has impacted more than a thousand people in my community who

now have a place to sell waste that they collect around the community. It's created 28 jobs for young people. It's also allowing me to think outside the box and create innovations that can impact the world if scaled properly," she says.

Ndhlovu was named the Young Entrepreneur of the year by the French South African Chamber of Business and Commerce for her continued work at SiyaBuddy Recycling and Waste Management, but continues to hold personal narratives in mind as the achievements that best inspire her.

"My perspective of my work changed when a woman coming to sell her waste said to me 'I'm so happy this company was created. I am now building my children a two-bedroomed house with this money'," Ndhlovu says. This was a moment that reaffirmed her commitment to her entrepreneurial endeavours.

"It changed my view on how far recycling, as a business, goes - and how one good deed cascades down to everyone around you, compounding from person to person."

In addition, Ndhlovu chairs the Nkomazi local tourism organisation, which she joined after spotting a gap in the development of rural tourism while assisting her mother in running a guesthouse. The organisation aims to promote the tourism industry in the Nkomazi municipality, communicating the tourism products of Nkomazi both locally and internationally through trade shows and online advertising, providing training to product owners in partnership with the municipality and the national department of tourism, and promoting sustainable tourism with its database of skills and products that the tourism establishment can source from community members.

— Cayleigh Bright











DENISHA ANAND (28) Educator and Researcher

etheplanthropologist

enisha Anand is an active player in the transformation of the environmental education and conservation ecosystem through her work as an educator, researcher, postgraduate student, and now, manager of a biodiversity agreement site at the Princess Vlei Wetlands in the heart of the Cape Flats.

Her groundbreaking socio-environmental practice takes a radical people-centred approach to conservation, especially in the context of the community's economic disadvantages, fostering a reconnection between the people and their natural environment. With the belief that the rehabilitation of natural spaces can do wonders for a community, she has strived to create safe spaces in which people can coexist with both nature and each other.

This strongly held belief stems from a key experience that Anand had while serving as

an environmental educator in Lavender Hill, an area mostly made of concrete, with little plant life occurring naturally.

In her words, she "witnessed first-hand how, regardless of the socioeconomic environment that the learners grew up in, there was a very obvious, innate connection to the natural world that could be brought to the forefront through environmental awareness and practice."

It struck her that no matter how geographically distant people were from nature, there would always be a deep affinity for the environment to be found within. This epiphany led her to reframe the way in which she thought about conservation, especially in disadvantaged communities, which many have sidelined as lost causes in terms of biodiversity.

"I realised that a connection to nature is

something we're all born with. Although our socioeconomic status may have an impact on how available natural spaces are to us, if we are given the opportunity to reengage communities with these spaces by increasing accessibility and using methods that foster reconnection and custodianship, we can truly create socio-ecological webs that will preserve and conserve biodiversity for years to come," she says.

Anand has since founded the Princess Vlei Guardians project, working with local schools to encourage the youth to rekindle their relationship with the natural world through conservation and art initiatives. Ultimately, through her work Anand is teaching a new generation a way to not only take responsibility for nature but also to reframe the way they see themselves.

— Cayleigh Bright

AVESH MOODLEY (33)

Vice President, Environmental Sustainability, Absa Group Limited

in Aveshen Moodley



t 33 years of age, Aveshen Moodley is the youngest vice president at Absa globally. He currently heads up sustainability with a focus on energy, waste, water, paper, group travel and carbon emissions across all 12 African countries where the bank has presence. He leads the group's environmental sustainability agenda with a focus on operational efficiency, environmental impact reduction, increased resilience and improved governance.

"I am passionate about making a positive impact on the planet and imparting the knowledge I have learned," he says.

"Seeing the change in a person on a project is extremely rewarding and fuels my ambitions. I have been with the organisation for around seven years now and my role has evolved continuously, around the same

Moodley, who was born and raised in Umhlatuzana township near Chatsworth in Durban, is accountable for governing and reducing the environmental impact of the Absa's property portfolio and associated business travel. With this accountability and his engineering background in mind, he provides solutions that reduce

environmental impact while improving commercial efficiency and building resilience.

"I host many tours to internal and external colleagues on the projects as it raises awareness around what is possible if we apply our minds," he says.

"There are people who are concerned about the environment but are not sure what to do - when they see these projects, they are inspired to unlock innovation."

In this topical and relevant sector, Moodley, armed with his engineering qualification from Durban University of Technology, plans to be a continuous advocate for sustainability. He feels he is incredibly lucky to work for a company that shares his passion and this agenda.

"I recently set an environmental strategy and targets for 2030 which are internationally aggressive and will place Absa as a leader in the United Nations Sustainable Development Goals," he concludes. "My plan for the future is to ensure that we have a pipeline of young talent or planet champions to ensure that someone is always here to play this vital role." - Tamsin Oxford

BRYAN MAJOLA (32) Solar energy entrepreneur



eMajolaBryan

■hirty-two-year-old solar energy guru Bryan Majola fell in love with the concept in 2013 when he was working as a junior project manager in rural Northern Cape, installing solar panels in homes without electricity.

Two years later, he registered Energy Doctors, a tier 1 energy services company, which focuses on designing projects for homes which need to become more energy efficient. It also designs projects for municipalities.

He sits on the board of the South African Energy Services Company Association, and that of the South African Energy Efficiency Confederation, of which he is the youngest director

The moment he truly understood the value of his work, came in 2013: He had just connected a solar home kit, and "the homeowner, a mother of four, pulled the switch for the first time and she cried tears of joy. She had thought that she would never

have electricity in her house. Solar energy changed that. It was at that moment that I knew I want to put that type of joy in people for the rest of my life. That's how I got to where I am today."

His energy experience ranges efficiency, smart grid, energy renewable building envelope technology to power quality of a distributed generation, and he was part of the team that won the African Utility Africa Community project of the year in 2015. That

project h a s grown

employ more than 48 young people, and led him to become a founding member of the Africa-German Sustainable Entrepreneurship Network, which works to strengthen relationships between African and German entrepreneurs in the green industry. "My core motivation is the desire to achieve greater levels of self-improvement and sustainability in resource use," he says, explaining how he's taking his skills to a greater global audience by mentoring German startups and accepting an invitation to be one of 100 African entrepreneurs to participate in the World Youth Forum in Egypt, last December. Majola is happily anticipating the future with smart grid development. Currently, he explains, energy flows in one direction, from distributors such as municipalities or Eskom directly to homes and businesses. Solar power allows energy users such as households and companies to feed back into the system and the grid will have to sustain this using intelligence sensors.

The signing of 27 agreements with Independent Power Producers in April 2018 was hailed as game changer for South Africa's energy industry but Majola is cautious about the opportunities these have provided.

> He says one of the biggest problems in the energy sector right now is the majority of local government institutions only employ civil engineers, not electrical engineers which leaves them unable to innovate.

- Cayleigh Bright & Tehillah Nieselow









HLENGIWE RADEBE (29)

Sustainable Urban Energy Advisor



@Hlengi_prettyg

wenty-nine-year-old sustainable urban energy advisor Hlengiwe Radebe is completely focused on how this country, and this world, can do better in leading

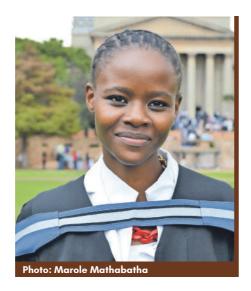
Born and educated in Johannesburg, she currently works at Energy Africa, a Cape Town-based nongovernmental organisation working with urban municipalities to promote the development of a low carbon, clean energy economy in southern Africa. The organisation works with local government around sustainable energy and alternative energy approaches for low income communities, including project implementation of municipal and small business energy services partnerships.

Alongside a passion for change and sustainability and strong process management skills, Radebe's talents lie in building relationships, whether amongst officials or community

Beginning her journey towards a career centred around the natural environment, she completed courses such as ecology, environment and conservation, earth and atmospheric science, climate and society and environmental governance, comprising her BSc at the University of the Witwatersrand.

Hers was a quest to better understand how South African society might address increasing environmental challenges. Realising the need for extensive collaboration in environmental responses in this country, Radebe continued to pursue an MSc in interdisciplinary global change studies

She joined Sustainable Energy Africa as an intern under the South African branch of the World Wide Fund for Nature, in its environmental leaders graduate programme and worked on projects exploring sustainable, energyefficient options in urban centres, supporting the



transition to sustainable energy through strategy development, implementation and knowledge exchange, as well the reduction of energy poverty in low-income cities through clean, affordable

In one of the projects Radebe has driven, women were assisted in establishing businesses in the production and sale of hotboxes for cooking: alleviating energy poverty in their communities with a simple, effective, and convenient tool that saves a substantial amount of cooking energy, frees up women's time and enables them to engage in other activities.

Her current projects include working with key South African metros to develop bylaws that will ensure that new buildings have a net zero carbon rating, and working with secondary cities and metros on policy and processes for promoting and supporting the installation of small-scale, $\mbox{\it embedded}$ generation options – including the sale of excess energy to the municipality.

Concerned with the transfer of knowledge and a sense of responsibilty around environmental affairs, Radebe works with the Applied Centre for Climate and Earth Systems Science, at the Council for Scientific and Industrial Research to coordinate the annual Habitable Planet workshops for high school and university students to explore career paths enabling them to shape the change that they envision for their planet.

- Cayleigh Bright

atome Kapa comes from a small village in Limpopo, Ga-Modjadji, which he says most people know for the Rain Queen. Growing up, he learnt a lot about the environment and ecosystems at school, which sparked his interest in the

However, he chose to study law at university, because people said he was "good at debating". After learning about environmental law, Kapa decided to become an environmental lawyer, combining the two things he enjoyed most.

He then realised there were two different career paths with regards to environmental law: he could work for the mining companies, or the mining-affected people. From his childhood love of the environment the choice was clear.

"While working at the Centre for Environmental Rights, I felt that rural connection, because a lot of the work was from communities in Limpopo and Mpumalanga. That work really spoke to me: to work with people who are facing these big companies and they have nothing. They are just defending their basic rights," he

From that point he started working with these communities. He was also instrumental in co-ordinating the Mining Affected Communities Network. Kapa realised he didn't just want to defend the communities but wanted to get actively involved through activist work.

He says initially it was very difficult to navigate the space between being a lawyer and an activist. However, by working with activists on the ground, he began to realise the times he had to be a lawyer and when he had to be an activist.

"I realised you sometimes won't be able to

MATOME KAPA (30)

Altorney and Head of Activism, Training & Support Project, Centre for **Environmental Rights**



ematome_kapa



make any progress if you're just a lawyer."

He says the lessons he learnt from the activists on the ground allowed him in many cases to not just think about the immediate problem, but also how he could creatively solve the communities' issues in the long

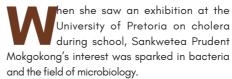
"I was watching this case where Richard Spoor and his firm were doing the case for silicosis miners. What would be a great achievement for me would be to do something similar. Maybe not something that focuses on mineworkers but on the people living close to mines, whose health and wellbeing is being compromised. I want to represent those people." — Fatima Moosa

SANKWETEA PRUDENT MOKGOKONG (30)

Research assistant, South African National Biodiversity Institute



🛄 Sankwetea Prudent Mokgokong



After completing her first degree in microbiology, she continued studying the field, going on to do an honours degree in the field, specialising in bacteria in water. While completing her master's degree, Mokgokong went to Marion Island to examine how bacteria is affected by climate change.

She is very passionate about her work on how bacterial changes can inform other decisionmaking processes. Marion Island is a pristine, unspoiled island with a climate similar to South Africa. Mokgokong says this helped improve the research she was conducting. She and her supervisor collected different soil samples to try and come up with solutions to the changes occurring in the island's bacteria.

Mokgokong has worked in many different sectors in her field, including working as a research intern with the department of science and technology and in the forensic department of the South African Police Service. She now works in conservation genetics.

"The main challenge is getting ethical clearance to work on a species. Most of our animal populations are facing extinction, but it's not easy to teach people how to conserve the species we have. Having to communicate with people and give them knowledge about our biodiversity is the most challenging part."



Coming from rural Polokwane, Mokgokong says her passion for microbiology was only sparked when she was exposed to the field. So while she wants to grow in her own career, her main passion is "to expose the children in rural areas to science in general".

"I have realised that for each and every sector and department it's important to get young people involved. I believe in the integration of different departments. For example communication and health and science. Because a lot of students aren't exposed to that, we end up losing a lot of our diversity. If we get the youth involved from a very young age they will be able to better informed decisions than the people before us, who weren't able to." - Fatima Moosa

JACK-VINCENT RADMORE (29) Energy Programme Manager, GreenCape



@JVRadmore

ack-Vincent Radmore is a driven and energetic leader, passionate about the green economy and uncompromising in his aim to provide energy to those who need it most.

With a background in business sciences and finance and a master's degree in economic and sustainable development, Radmore leads the energy programme at green economy development agency GreenCape.He is responsible for managing the strategic direction of the company's renewable energy-related activities in South Africa and elsewhere in Africa.

Radmore plays an advisory role to key local, provincial and national government entities. The GreenCape energy programme works at the interface between business, government and academia, identifying and removing barriers to economically viable renewable energy and energy efficiency interventions.

Under Radmore's leadership, key areas of work have included rooftop photovoltaic systems and other renewables, smart grids and metering, municipal revenue reform, future utility planning and electric mobility. On a macro scale, his efforts focus on the growth of the South African renewable energy market; the development of an international business-to-business matchmaking programme in South Africa, Kenya, Ghana and Ethiopia; South African smart grids and smart metering; South African municipal revenue



reform; future utility planning; and low income

Each intervention is aimed at creating equal and unhindered access for all South Africans to an open, technically sound, socially inclusive and commercially resilient energy economy.

For his work Radmore was recognised as the 2017/18 South Africa National Youth Energy Leader of the year.

Radmore believes opportunity, empathy, faith and impact are the the key drivers behind his inspiration to make a meaningful impact in the lives of South Africans.

"Combining energy innovations with informal settlement upgrading gives us the opportunity to help with eradicating some of the unnecessary challenges faced by energy-poor South Africans," he says. - Linda Doke

eNCA'S SHAHAN
RAMKISSOON
BEHIND THE
NEWS

Being under 35 and a leader in his field of work, eNCA's Shahan Ramkissoon's experience in the broadcasting industry can quite readily belie his age. Observing the well dressed and dashingly good looking news anchor navigating the vibrant eNCA newsroom in Hyde Park, it quickly becomes evident why he is one of the top anchors on the 24-hour news channel.

Born in Durban 34 years ago and having started out his career in media on radio and TV with the SABC, Shahan sights eNews where he cut his teeth as reporter for nine years, to be a place where he inherited his brilliance. He joined the channel over twelve years ago and now, watching eNCA's Live at Five on a daily basis, it becomes evident why he chose the journalism Path. At the age of 14, Shahan was already exhibiting signs of aspiring to take the public into his confidence. He took up writing for the Young Daily News and that is where his propensity for driving informative stories was birthed.

The capricious world of broadcasting has seen him working in the Big Apple as a correspondent as well as in London where he anchored the prime time show on Arise News. A no-nonsense approach to journalism is what truly sets Shahan apart from his counter parts. Shahan has covered international news such as the passing of both former president Nelson Mandela and anti-apartheid activist Winnie Madikizela-Mandela and places the two stories as being part of a few of his career highlights. "Getting a chance to remind South Africa and the world about what Nelson Mandela and Winnie Madikizela-Mandela did for our nation was phenomenal. The opportunity to travel down the history memory lane and take a look back at their various struggles as well as accomplishments and putting it into a story, gave me goose bumps." said an intrigued Shahan.

Amid the serious news, there's always time for laughter when warranted. Shahan, has learned from his experience abroad that having a good giggle about the lighter things in life and in news is just as important because connecting with TV audience is of utmost importance. He has a passion for Health as well as Arts and Culture, which is part of the leading reason why he a CrossFit junkie. He proudly boast about his ability to execute a 120KG deadlift, 75KG clean and jerk, plus handstand push-ups. Delving into the world of Arts and Culture is where we note that he has successfully MC'd events such as the eMedia year-end function, the first South African LGBTQ+ Business Summit and eNCA's election town hall debates, which hosted up to one thousand people and several politicians.

If ever there was a notable quote that Shahan had to live by, it would be a saying by Dan Rather, the author of WHAT UNITES US and it says "Ratings don't last, good journalism does."





NKOSIYATI KHUMALO (32)

Editor-in-chief, GQ South Africa



eyatikhumalo

n overachiever par excellence, Nkosiyati Khumalo demands to be taken seriously and the world rises to meet him. GQ South Africa is one of the nation's most stylish men's lifestyle media brands and Khumalo is at the helm to make sure that it stays right there at the top. He is the third editor-in chief of GQ South Africa and the first Black editor-in-chief globally.

Born in Swaziland and raised in the United States, Khumalo has always known what he wanted to do with his life. "I loved reading and writing from a young age and as I grew older, I found I loved speaking to people and finding out their stories and sharing them accurately; that's when I knew that there is nothing I'd rather do but media, in order to represent stories correctly," he says

Khumalo dropped out after his first year at university due to financial constraints

and began doing odd jobs. In 2008 he moved to South Africa, hungry for success, where his chutzpah enabled him to grow from strength to strength. Being in a new country revitalised his passion as he sought to understand the market and the gaps that needed to be filled. In various capacities and jobs, Khumalo did everything from working in retail to managing a choir to freelancing until he was employed by GQ as an intern.

His position allows him to push boundaries and take each issue to the next level. Khumalo says that as a child, he rarely got to see Africans being represented fully in their beauty, talent and creativity and his driving motivation is being able to change the narrative. His new cover strategy has shaken up the magazine industry in South Africa and elevated stories and photography to a whole new level.

Khumalo pursues a wide variety of channels to provide opportunities for up and coming talent. He is particularly passionate about imparting writing and public speaking skills and wants everyone to know that "the veil is now off and you have access to me - tag me, pitch your ideas, let us collaborate, I am open to new perspectives". He's definitely one for the history books.

Malebo Sephodi - Award winning author and researcher, 200 Young Alumni



GUGULETHU MFUPHI (30)

Financial Journalist, KayaFM



egugumfuphi

he could have chosen a career as a chartered accountant, but the lure of broadcasting was too much to ignore. While studying towards a BCom Accounting at the University of Johannesburg, Gugulethu Mfuphi was yearning to merge her love of numbers with her passion for broadcasting.

"I watched Nikiwe Bikitsha, Siki Mgabadeli and Lerato Mbele and knew that's what I wanted to do. I wanted to be part of shaping the conversation in South Africa, Africa and the world."

Mfuphi was introduced to radio

broadcasting by UJFM newsreader Mommy Mohlahlo, who opened the door for her, and there she started as a newsreader. That led to a graveyard shift, a right of passage for most broadcasters, at Talk Radio 702.

It was a regular caller on the talk radio station that pointed her to her next career move to financial news provider Moneyweb, where financial broadcast guru Alec Hogg gave her a chance. "He told me I need to learn to tell the story in the numbers, and not simply report on them."

There she learnt the craft of explaining

finance and economics to ordinary people. Later, CNBC Africa beckoned and she jumped at the opportunity to work in television. But she later returned to her first love, radio, as a presenter on Kaya FM.

Mfuphi describes herself as a daddy's girl; she says her father was an early supporter of her ambition to go into broadcasting. "He told me to strike while the iron is hot. He supported my love of public speaking even at high school and told me to go for it." To this day, her father critiques her work and gives her valuable

Her ambition now is to use her financial media skills to shift the mind-sets of young Black women towards money and the economy. "I want to shift the needle and have a bigger influence." She's off to an impressive





Siki Mgabadeli - Freelance Financial Journalist , 200 Young Alumni

CIRO DE SIENA (33)

Motoring Journalist



@CiroDeSiena



hen he was very young, Ciro de Siena remembers watching his father slowly restoring a vintage Ford Mustang. He never forgot the unique sound of that car, and that's where his passion for the motoring world began.

While studying TV journalism, De Siena realised that he could combine that interest with his love for cars, as there seemed to be a huge gap in the market. He then went on to start his own online motoring publication in his second year of studies from his dorm room, which eventually led him to where he is today: heading the video department of at Cars.co.za, the largest car marketplace in South Africa.

Cars.co.za began as a vehicle classifieds business; it now has a huge content division and their YouTube channel is an integral part of it. In fact, the YouTube channel is the largest corporate channel in South Africa, measured by subscribers, in any industry. The platform is over four times the size of their nearest competitor, and in 2018 averaged around 1.5 million views per month. De Siena produces weekly content for the channel, which includes producing, presenting, directing, editing and writing most of the films on Cars.co.za. He is also the creative director for all of the company's videos, which includes television adverts, advertorial videos and social media videos.

"Buying a car is one of the most expensive purchases a person will make. My goal is to help make the purchasing process easier by providing as much information, for free, to the South African consumer," says De Siena. He is working on helping young journalists gain entrance to the industry, by mentoring young writers and video presenters. He has witnessed great young talent, but acknowledges that it is a tough industry to crack without some help from the inside, because of how closed off and small the industry is.

After a long break De Siena is back on SABC 3's The Expresso Show, where he started his career. You can catch him on your screens presenting Formula 1 previews and reviews. He spends a lot of time traveling internationally to shoot videos for his channel, and is proud to represent South Africa at large international car launches, where he gets to bring unique content back home to share with his audience. He also continues to host weekly car segments, featuring live Q&A sessions, on CapeTalk Radio and NorthWestFM.

Ntobemhle Shezi - Brand Content and PR Specialist at Kaya FM, 200 Young Alumni









SIBUSISO C NGOBENI (33)

Executive Producer, Mindset Concept Production House



@SbuMV

ward-winning TV producer Sibusiso Ngobeni has the big ambition of informing, engaging and influencing an entire generation of people through the content he produces.

He loves telling stories, and believes his work makes a difference because of its educational, informative, engaging and responsible content. He works on TV shows, commercials and films, and recently won an award from the South African Film and Television Awards (Safta) for a TV documentary series called Kick It. The programme highlighted the rampant problem of substance abuse in the country.

"A show like that was designed to inform and educate viewers about the dangers of substance abuse and how addicts, family and friends of addicts and communities at large can potentially address the challenges we face with substance abuse," he says.

"Content is really king and can either break or build a nation - a nation without good, engaging content is a nation without a soul, and I believe this industry is the soul of a nation."

He's not all seriousness, though, and adds: "I like being able to have fun whilst I get paid for it, rather than being stuck in some very corporate job somewhere."

Ngobeni graduated in 2007, from AFDA, South Africa's film school which bills itself as the school for the creative economy, with a degree in film producing and was appointed an executive producer with Mindset Concept Production

He started his career in 2008 and has worked in multiple genres including corporate productions, music videos, documentaries, documentary TV series, reality and sports TV, game shows, sitcoms and radio commercials.

Until recently, Ngobeni was an executive producer with Engage Entertainment, and notable productions he worked on include the 2010 World Cup Review Show, Gospel Gold, MVP Jam, Psalted, the first season of Ithuba Lamagcina, and the third season of Gauteng Maboneng. "My future plans are rather really big,"

"I recently left my previous business and teamed up with an incredible set of young ladies to form a new business that will focus on industry development, particularly upskilling the youth in rural areas and peri-urban areas through our knowledge of film and television. We have a lot planned, and I will be focusing on



ZODUMO MAPHUMULO (33)

Football Production Manager, SuperSport International

o ezoe_kadumo14

on't try telling Zodumo Maphumulo that football is a man's game.

She'll runs rings around you with her credentials as the football production manager of SuperSport International.

At 33 she already has a 10-year career in sport broadcasting behind her, and since SuperSport is committed to female representation in this male dominated industry, that's helped her find her

She's competitive too, and felt that failure was never an option: she grew up in KwaZulu-Natal in a home broken by domestic violence, and was one of three kids raised by a single mother.

"I saw all the sacrifices my mum would secretly make for her kids and I always knew that I somehow needed to raise the bar," she says.

To pay it back, when she isn't busy planning broadcasting schedules for football fixtures, she spends her time on projects that promote opportunities for young people to join the

"My favourite project by far has to be the Absa Ready to Work campaign," she says. "This was aimed at bridging the divide between education and the world of work through a platform providing young South Africans with work, people, entrepreneurship and money skills to become work-ready or start their own business." Absa asked her to share the story of her own rise from humble beginnings on national TV, which she did, generating a positive response from other young women seeking information about how to get into

Maphumulo loves both sport and TV broadcasting, which make this her perfect career. She particularly loves the Premier Soccer League's (PSL) Super Diski programme, a social responsibility campaign that fast tracks the development of young players for the PSL.

"Working in a male-dominated industry has driven me to always work harder, do better, push the glass ceiling even further and ensure women are represented well both on screen and off screen," she says.

"The television broadcasting industry can be intimidating and the hours can be brutal, but the feeling of accomplishment is rewarding."

Her best advice to young women is to not let fear get in the way, but to take any opportunity presented with both hands and run with it.

As she develops in her field, she would love to work with international sporting federations such as FIFA or international broadcasters such as Sky Sports or ESPN. - Lesley Stones

KHULEKANI DUMISA (32)

Founder and Journalist, Khulekani on Wheels



ekhulekaniOW

nterprising 32-year-old Khulekani Dumisa has created a career for himself that many ■ will envy – he gets to drive new cars for a living.

He's broken into the elite world of motoring journalism through the back door, by setting up his own website entitled Khulekani on Wheels. It's become a platform that the car industry can't ignore, backed up by social media coverage on Twitter, Instagram and Facebook with a combined monthly reach of over 300 000 views.

Last year he was asked to join the judging panel for the www.cars.co.za awards, and he's recruited six other motoring enthusiasts for his team and hired a motoring journalism intern.

Technically Dumisa is a lawyer, he studied at the universities of KwaZulu-Natal and Witwatersrand, specialising in banking and financial markets law;



and he may return to the profession one day. Right now though, he's following a different calling: "I am exploring a new career and answering the call of entrepreneurship. I hope to help grow our economy and create opportunities for others," he

"If this dream comes true and what we are building succeeds, part of the growth would be to groom a successor. That will allow me to go back to law. To teach possibly. Maybe I'll start another venture. The prospects in this country are

Not many young people enjoy the same

opportunities, he says, which is why he challenged himself to start a business that can generate jobs. He aims to hone Khulekani on Wheels into a leading social media-based motoring platform and to grow as an entrepreneur.

"I wish to create opportunities for writers, journalists, photographers, videographers and other creatives who are passionate about motoring to realise their dreams by creating some of the best work the industry has ever seen," he

It's also fulfilling his own dreams, of course, because he's passionate about cars. "I am immensely privileged to experience different cars, almost on a weekly basis, that every car lover dreams about," he says. "As much as people love all sorts of cars, the average person usually has to make a call on one car. I consider it my calling to arm the consumer with pertinent information so they are informed."

He know that people spend hours conducting online research and wade through masses of

"We simplify the information and make it relatable. This empowers the consumer with their decision-making and makes the information readily available to them," he says. - Lesley Stones

KENEILWE -PALESA MOHAPI (KENZY)(34)

Right now, Jacaranda FM where she hosts the award-winning Weekends with Kenzy show and also programmes the music.

"My love for radio stems from its intimacy," she says. "Radio is the most intimate medium to communicate with people. It's personal because as a listener you laugh, you cry, you get upset, you engage. I believe that when the platform is

> used for the betterment of others, lives can be changed in a positive way. I'm blessed to be able to express myself creatively as well be part of a team of exceptional broadcasters who inspire me to up my game regularly."

By the age of 18, Mohapi, who was born in KwaZulu-Natal and raised in Pretoria,

had already won a national public speaking competition and was acknowledged as the first female and African winner of the English Speaking Union public speaking competition in London, where she was named the audience's favourite as well as world champion. She also represented South Africa in welcoming the then United States President George W. Bush and his entourage on a state visit in 2003.

While still at Tuks FM she was offered a job by the Free State radio station OFM, where she had a successful four-year stint hosting an evening show, which developed into the station's first hour-long talk show. Next she hosted the breakfast show for Limpopo-based Capricorn FM, producing interesting, relevant and compelling content every day.

She also has TV experience, firstly as a judge on the Afrikaans youth rock show Rockspaaider in 2009, which impressed the team so much, they offered her the gig to present the programme the following year.

Mohapi has been inducted into the Liberty Radio Awards Bright Star club, highlighting her work as a young professional who will continue to lead and make an impact on the industry. She has also lectured in radio programming at Damelin College in Bloemfontein, as she believes in talent development and giving back to those who want learn. - Lesley Stones











KEARATWA SEDIDI (27)

Chief Operations Officer, Dipopaai Studios



Dipopaai Studios

SITHEMBISO MPEHLE (27)

Executive Creative director and Animator, Dipopaai Studios



B Dipopaai Studios

he desire for Africans to tell their own African stories through animation was the starting point for Johannesburgbased Dipopaai Studios, which, co-created by Johannesburg-based 27-year-olds Kearatwa Sedidi and Sithembiso Mpehle. started out in the good old days when animators drew with pen on paper. The studio morphed over the years into one that produces quality animated videos popular throughout the continent.

Sedidi and Mpehle are probably best known so far for their extremely popular YouTube series called Kronikles of Hip Hop, which uses comic animation to cheekily parody South Africa's hip-hop scene.

The company is now five years old, and a quick tally of the production work to date comes in at more than 10 000 hours of drawing, yielding 5 000 illustrations, 600 animatic videos, three EPs, two successful pitches for funding to the National Film and Video Foundation, and one great adventure to Annecy in France.

Their talents span character design, scriptwriting, storyboarding, 2D and 3D animated video development, voice recording and sound production. A full service, in other words, to develop videos for corporate clients or to craft their own projects.

Mpehle says their animation studio was founded in 2014 with one important mission: "To faka the spice in African animated

He believes that their business has that rare combination of abundant creative talent, business strategy and skill. The Dipopaai team has a clear vision of how to set itself apart from others in the market, he says, by calling on different strategic partnerships to create an authentic product.

"The company was founded on the belief that there is a certain magic in South African stories," he explains.

"Dipopaai is an African animation studio on a mission to give a platform to mzansi mnandi animation and music. We use our deep understanding of local nuances in order to create meaningful and entertaining content. Kronikles of Hip Hop has been our most successful franchise to date, drawing in over a million views on YouTube."

The five-strong Dipopaai crew has also worked with the likes of musos Culoe de Song, Khuli Chana, The Parlotones and Cassper Nyovest on their animated music videos.

They plan to create and curate local and international animated content in order to develop an African cartoon network.

- Lesley Stones

KYLA HERRMANNSEN (30)

Producer & Investigative Journalist, Checkpoint



闰 eKylaHerrmannsen

nvestigative journalist Kyla Herrmannsen is doing a valuable job by holding the corrupt and the incompetent to account.

She already holds a string of awards for deep, sensitive and important reporting on issues including the recent Life Esidimeni scandal for the TV show Checkpoint.

Herrmannsen produced several documentaries about Life Esidimeni to highlight the suffering of the mental health patients there long before it became a national story.

Her exposure of the government's deadly decision-making was used as evidence by the Health Ombudsman to inform his findings and recommendations and won her two Discovery health journalism awards. She also won the Best TV feature in the 2017 Vodacom journalist of the year awards.

She's a reporter, an editor and an on-screen presenter, breaking stories that affect some of the poorest people in the country and asking politicians the hard questions they don't allow other individuals to ask. "This is one of the most important aspects of seeking change as a journalist. Those who need to be accountable must be made to account," she says.

What also drives her is seeking accountability or solutions for those whose stories she tells. "I've been blown away by the power journalism can have and the monumental difference my work can sometimes make," she says.

"I'm continually humbled by the strength of the people I have the privilege of interviewing. That they trust me enough to allow me into their homes and tell me the most private stories wrought with pain and suffering - that they know will appear on TV - speaks to their immense resilience and bravery. Being in a position to witness and tell



some of these stories is a huge responsibility that can also be very rewarding."

Her stories often inspire viewers to help, for instance, a legal firm offered free counselling for a woman shot in the eye allegedly by the Red Ants; and a viewer bought a Jojo tank and a new house for an old woman who drew water from a steam shared by cows.

It's important to have a heart as a journalist, Herrmannsen adds, and she's organised pro bono counselling for interviewees who need help beyond simply having their story heard.

To tell more people's stories, she's studying to become fluent in isiZulu so she can respect people by interviewing them in their own language. - Lesley Stones

KEITUMETSE QHALI (28)

Director of Motion Pictures, Darling Films



@director_kit

eitumetse Qhali hails from the Eastern Cape, and was raised in a tradition of storytelling. Continuing that tradition of storytelling, Qhali is making her mark as a director. Short films, documentaries, television shows, and music videos are all part of Qhali's

Shomax bought her short film, The Initiate, and it premiered at the Cascade Film Festival in Portland, United States in 2016. The music video Qhali directed, Rands and Nairas, won best video at the 2014 Nigerian Entertainment Awards. In 2019, her documentary won a Safta award for Best Factual and Educational Programme.

Ohali wanted a career that combined art with critical thinking, so she chose film. She grew up watching films, and says a good film tells a good

When it comes to stories, Qhali loves layered stories that are character-driven and full of emotion. History, African mythology and science fiction all interest her. Qhali's dream film would be a fantasy or real-life character story set in precolonial South Africa.

As she failed directing during her BA degree in motion picture at Afda, all of Qhali's directing jobs have been from mentorship and governmentfunded programmes. "All of my experience is from people taking a big initiative to help me out. I believe in doing the same thing for other people."

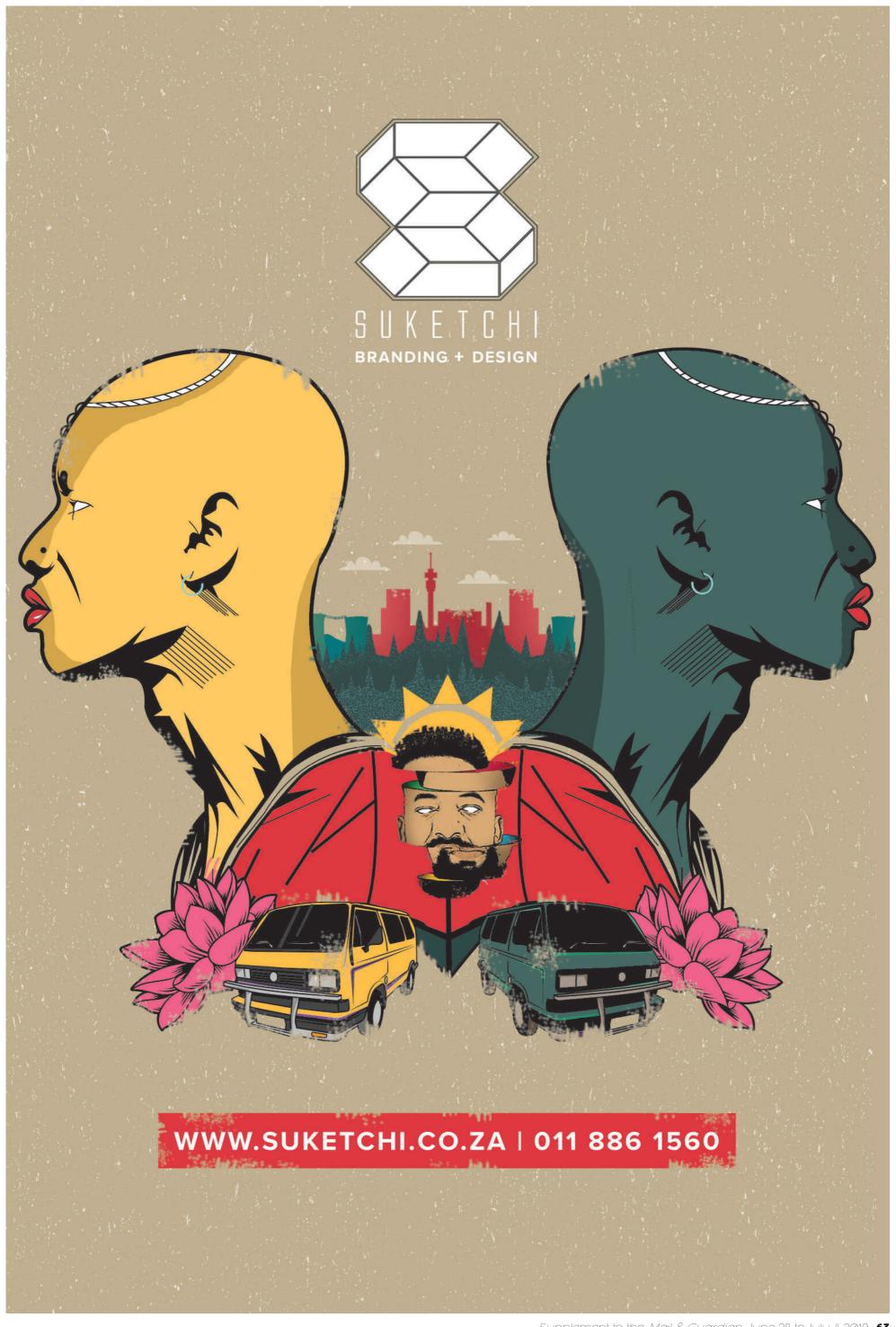
Ohali hopes to pursue her master's at the New York Film Academy. She's just broken into the advertising space, and is collaborating with people who are more established and learning from them. She is also anticipating her feature film, which is going into development this year. "I'm excited because I haven't seen a film with a reflection of my age group's demographic and background."

As a leading filmmaker in her industry, Qhali is one of the few Black, female directors working in the commercial space, and this creates a lot of pressure. Qhali has had to be clear and confident with her decisions and career path. "It entails a lot of relying on your own choices, which is difficult, being young."

Without much advice from people in the industry, Qhali relied on her family. Her mother, particularly, has supported her from the beginning, and her father got onboard when she started working.

But Ohali knows how quickly the industry is changing, and that no one is number one for long. Shaazia Ebrahim











MELODY XABA (34)

Executive Producer, Oasis Pictures

📳 emelodyxaba

elody Xaba was raised in Orlando West during the transition to democracy. The politically charged environment was, to a large extent, all Xaba knew about being Black. Then in 1994 CCV-TV (now SABC 1) launched Jam Alley, showing happy, talented, and intelligent Black youth and reflecting the way nine-year-old Xaba felt about herself. Fifteen years later Xaba was working on Jam Alley, after graduating from Afda.

Now a top producer, Xaba has produced multiple Safta Awardswinning shows, including Jam Alley (SABC 1), Club808 (e.tv) and Craze (e.tv). Based on her own wedding experience, Xaba co-developed Our Perfect Wedding. "I had a three-day wedding in early 2010 and in the middle of it all, I thought 'Black weddings need their own TV show' and that was the birth of what became Our Perfect Wedding on Mzansi Magic."

She joined Rapid Blue in 2016 as a creative developer and developed formats for top brands. Cheeky Media appointed Xaba as executive producer for The Morning Show (e.tv) until October

She received the 2018 Henley Johnny Clegg Scholarship for Creative Industries, and is now pursuing her MBA. Xaba is also the mom of two children who are her pride and joy.

In her 10 years of producing, Xaba has mentored many youngsters in the industry. Mentorship, teaching and leadership come naturally to her, and youth development is part of her contribution to the industry. Xaba runs the Africa Mentorship Programme for Africa TV Market, which focuses on mentoring new producers and assisting them to develop and shape their concepts for TV.

In the face of a growing youth working population, high unemployment, and a global economy undergoing the Fourth Industrial Revolution, Xaba believes mentoring and upskilling the youth for globalisation is critical for South Africa.

She recently started an entertainment and media company. As a TV producer she likes challenging old ideas and introducing new ones, and feels strongly about contributing to economic development.

She believes it's critical to use the media to positively influence the collective consciousness of society and help people to move

Xaba has every intention to occupy a seat at the global entertainment and media table and then make space for more seats. Her life motto is: ain't no mountain too high, ain't no valley too low. — Shaazia Fbrahim

DAVID FRANCISCUS (28)

Film producer and writer-director

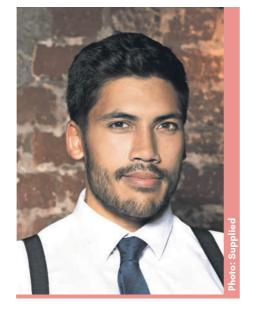


edavidfranciscus

lhe magic of storytelling, with an entrepreneurial and industry-specific edge is what makes film writer and director David Franciscus tick. He wants to entertain people with inspiring stories that will have a positive impact on the world: "Stories that will inspire us all to reach higher, live consciously and to be kinder to one another."

He's the founder and managing director of Protagonist Studios, which employs seven full-time staff members. Together with its mandate to produce TV commercials, Protagonist Studios is currently developing two feature films and two TV series..

"I've always been in love with cinema and I've always been drawn to stories," he says. "Coming from a mixed ethnic background, I never felt a sense of belonging as a kid. I eventually found my identity in film



and everything I am and everything I've accomplished is due to my love for the craft of filmmaking. I'm passionate about telling stories because I believe the ability to record memories, biologically speaking, makes ... life worth living."

Franciscus believes that film is one of the most effective ways to share stories with the world and to inspire positive social change. It enables audiences to see and experience something from another person's perspective, which is how a filmmaker/ storyteller can create empathy and promote

Stories can be used for the betterment of humanity or to its detriment, and Franciscus is firmly on the side of good. His commercial work funds unpaid "passion projects", which include producing and directing a sociallyconscious horror movie, and a sci-fi TV series called Happy to Serve You, a fictional look at conservation and the effects of over-population.

Franciscus can trace his realisation that his love for stories could be turned into a career

to his years at university. He studied at the Cape Peninsula University of Technology, where he had the chance to assist the directors of local and international TV commercials.

After graduating in 2011 he studied film and entrepreneurship in the United States for a year, before coming home to launch seven niche technology companies, one of which proved successful enough to represent the seed money he needed to launch Protagonist Studios.

In 2015, Franciscus won a Silver Loerie award and a Cannes Whale Tale award for the first commercial he produced and directed, and last year he won a Gold Loerie for being Brand SA's Young Creative 2018.

He's just finished shooting a short comedy film called Open Mike Knight, and also on his agenda is an entrepreneurial reality show, which he is producing in partnership with the SA Innovation Summit, a project he describes as a mash-up of Dragon's Den, The Apprentice and Survivor.

- Lesley Stones

NOSIPHO DUMISA (31)

Writer, Director & Producer, Gambit Films Pty (Ltd)



@NosiphoDumisa

nybody who frequents arthouse cinemas will remember Nommer 37, a tense, gritty gangster movie set in Cape Town.

It was the work of Nosipho Dumisa, a screenwriter, director and producer and the co-founder of Gambit Films. Nommer 37 won her numerous awards internationally, including the Cheval Noir jury prize for Best Director at the Fantasia International Film Festival in Montreal. It was also selected to premiere at the SXSW (South by South West) International Film Festival in Texas in 2018, becoming the first wholly South African-made feature film to ever have its world premiere at this prestigious festival.

Dumisa (31) has also served as a jury member for feature films at Neuchâtel International Film Festival in Switzerland. Closer to home, she's directed episodes of kykNET and Kie's Youth Dance Drama series, danZ.

Now she's about to start directing a series she has written for Netflix called Blood & Water, a drama about a youngster who uncovers a dark family secret.

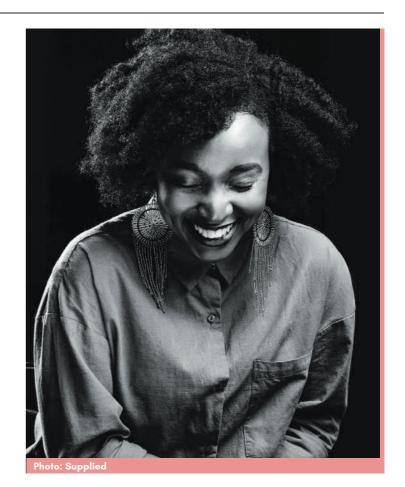
Dumisa first started performing stories and creating imaginary worlds with her siblings when they were very, very young. "Storytelling in every medium has a way of changing the world, changing world views, and helping people escape for a little while. Watching all of those emotions play across an audience is just one of the reasons that I'm passionate about it," she says.

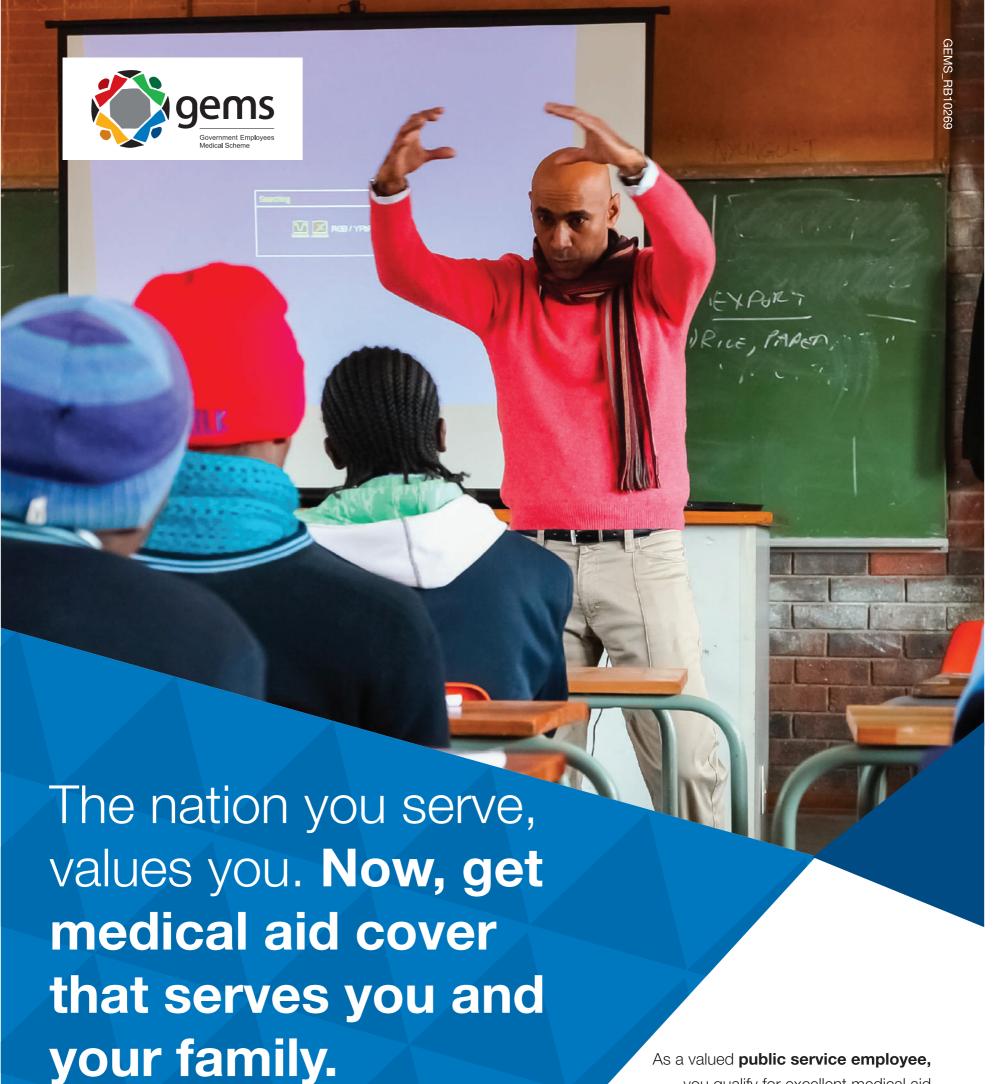
"As a storyteller, I'm able to introduce people to new worlds and subcultures, helping to create bridges and hopefully understanding between all of us. I'm also able to assist people in a bit of escapism. Mostly though, through filmmaking I am able to share ideas and start conversations."

She believes her work as a young film entrepreneur is contributing positively to the country's economy. Basing her company in Cape Town, a city infamous for still being very segregated, will hopefully break down some walls, she says. "I am fighting against stereotypes of what a director should be, and of what stories should be told. Hopefully, I am also able to open doors for other women in this industry and help to elevate us to where we should be - equals."

One day she hopes to write a novel, but more than anything else she wants to see Gambit Films help the local film industry to raise its voice internationally.

Lesley Stones





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DR VIWE MTWESI (34) Cardiologist



@vieezee

r Viwe Mtwesi is a cardiologist who specialised at the University of Witswatersrand, after she completed her undergraduate studies in medicine at Walter Sisiulu University. She is now in Canada doing a clinical fellowship in electrophysiology and plans to return to South Africa to provide this much needed service.

Mtwesi had not initially planned for a career in the healthcare sector. She found herself in medicine after not getting into mechanical engineering. However, she sees this as the unravelling of a perfect plan, because she loves what she does and cannot imagine herself doing anything else; she describes medicine as her calling. While studying she fell in love with the cardiovascular system and

distinctly recalls that moment being when she started learning about and doing electrocardiograms.

Through collaboration with other organisations and community groups she has been able to implement several projects. One such project has allowed for free specialist services to be provided to those who are unable to afford them. She has also initiated and facilitated a mentorship program. "Mine is a goal of being better, and knowing that each day takes me closer to my dream, of creating change around me, of contributing towards producing leaders that are way better than me, African leaders that stand on global platforms to contribute towards making the world a better place."

As the founder of Reeega medical tourism she is able to fulfil the need for medical tourism and innovation in our country, connecting both local and international clients to good healthcare services. Reeega also send patients abroad for services that are not offered in our country.

Mtwesi envisions vibrant minds from different sectors in Africa coming together to identify gaps in the healthcare system and finding innovative solutions that



are currently lacking. She is passionate about innovation and plans to become a clinical entrepreneur as "the productivity of any nation depends on excellent health care, and for me being part of healthcare providers means I have a role to play in ensuring that we improve our economy and productivity as a nation".

Dr Nkateko Mnisi, South African Medical Association, Limpopo 200 Young Alumni



DR ALMA-NALISHA CELE (28)

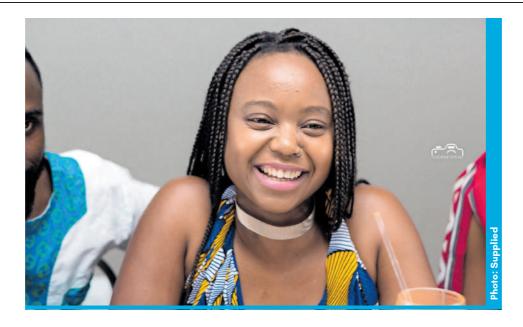
Medical Doctor, Department of Health



in Alma-Nalisha-Cele

edicated, dynamic and multitalented is how colleagues describe Dr Alma-Nalisha Cele, a medical doctor in the public sector, working in the department of anaesthetics at Leratong Hospital in Gauteng. Currently pursuing her postgraduate studies in pharmaceutical medicine, she has a strong interest in the socioeconomics of health, and dreams of making pharmaceuticals more orientated towards the disease burden that most affects African populations, by making them more accessible and affordable.

Cele is one of 700 young leaders chosen from sub-Saharan Africa to participate in the Mandela Washington Fellowship for Young South African Leaders in the United States



during 2019.

She has also been invited to take part in this year's Vedica's global programme for women's leadership in India. This programme will bring together 100 young women leaders from India,

Africa and the Bay of Bengal community to host conversations, working sessions, field trips, and cultural immersion activities to provide authentic exposure to young women and prepare them for impactful leadership

An entrepreneur at heart, she started her own tutoring and au pairing company during her studies at Wits Medical School. She also served on the executive for the Wits Surgical Society and the South African Medical Students Association.

An avid bibliophile who has been reading since the age of four, Cele is, in addition, cofounder of a popular South African literary podcast, the Cheeky Natives, which focuses on the review, curatorship and archiving of Black African literature, and aims to provide critical engagement about the work of Black authors. The podcast, which as an ever-growing reach into Africa, is not only playing a critical role in archiving Black literary voices, it is also creating interest in reading and critical thinking across diverse communities.

Together with the podcast's cofounder Letlhogonolo Mokgoroane, Cele has been invited to participate in the second regional seminar of the International Publishers Association in Nairobi on a panel entitled 'Developing Africa's next generation of publishers, writers and artists.' - Linda Doke

ANGEL NEFURI (32)

Advanced life support paramedic, HALO Aviation



Angel Nefuri

ou know you'll be okay if you find yourself in the care of advanced life support paramedic Angel Nefuri, who refused to allow obstacles get in his way to achieve his dream career.

Having nurtured a desire to be a medic for as long as he can remember, Nefuri, who hails from the Limpopo village of Tshakhuma, joined the South African National Defence Force as a paratrooper, volunteering as an ambulance assistant, after finishing school.

After his time in the army, he enrolled for a health sciences emergency medical care degree at the University of Johannesburg. Using all available funds to pay for his studies, he could not afford residence fees, so for the three years of his studies he slept in his car, using the campus sports facilities to wash and

In an effort to pay his tuition fees for his final year so that he could complete his degree, he begged for money on a street corner. A member of the public posted a photograph of

him on social media, which went viral: making his cause public knowledge.

The award of a bursary from the Gauteng City Region Academy enabled him to complete his studies. Today he is an advanced life support emergency care practitioner - a flight paramedic with a helicopter emergency medical service company.

Nefuri's inspiration for his tireless work comes simply from wanting to help others: "Even as a young child growing up, it was my dream to be a heath care provider, so I could help my grandmother who suffers from arthritis. Little did I know it would become a dream I would have to sacrifice so much to achieve and persevere for so long to see realised.

"I get tremendous satisfaction from helping people. Knowing that I have contributed to improving someone's health is just priceless. Helping children and the elderly, is a part of my job I find really rewarding. For me, caring for someone else's life is both a privilege and an honour." - Linda Doke









DR KAGISHO THOMAS (31)

Medical doctor, Charlotte Makeke Hospital



Kagisho Ramatlhale Thomas

orking with youth to increase general health, fitness and wellness in South Africa is a passion for Dr Kagisho Thomas — and, from his point of view, it's a privilege too. Born in Taung in the North West province, Thomas won an African Languages Olympiad bronze medal while still in secondary school.

He has always felt deeply connected to not only his own community but to the notion of community itself, and it was that persistent impulse that would lead him to study and complete his Bachelor of Medicine and Surgery at UCT in 2011. He is now in the process of completing his Master's in Internal Medicine through the University of Wits in Johannesburg, where he currently resides.

Thomas has become a leader in youth development in South Africa, as well as a role model for many young people. His driving force as a member of the medical community is not a material one; instead, he says: "Being a medical doctor is more than the stethoscope and the pills, it's a privilege to be part of people's lives ... [we can be] advocates for the voiceless and [provide] hope for underprivileged."

He's taken the initiative to further his reach as well, founding an annual soccer



tournament in rural villages throughout the nation to promote fitness and social cohesion among young members of these communities. This project also hopes to teach people about ways in which to uplift and empower themselves by taking charge of their health and lifestyle.

Thomas speaks regularly on radio shows such as raising awareness about various health issues and serving a vital role as a middle-man between the medical community in South Africa and the general public. His interest in health education shows the depth of his feeling of duty to his fellow man; he's among the most inspirational South Africans wearing a white coat. - Cayleigh Bright

AZOLA MZEKANDABA (28) Programme Manager, Property Point

Azola Mzekandaba

wenty-eight-year-old programme manager and health strategist in the public health space Azola Mzekandaba believes in doing what it takes to light up the world for the good. Hailing from Springs, east of Johannesburg, this University of the Witwatersrand graduate has consulted for the directorate and senior management in the Department of Health for the alignment of strategic and operational plans.

One of his notable achievements was as project manager for an organisation working on the provision of mobile health care services for former mine workers in rural and remote areas in South Africa. The decentralised model was aimed at increasing the distribution and access to health care services for underserved populations.

In this role, he was instrumental in the design and implementation of a mobile solution for the examination of former mine workers for the purposes of compensation as a result of occupational lung disease. He was responsible for leading a team of occupational health nurses, radiographers, technicians and drivers in order to deliver medical benefit examinations to these former

The programme was so well-received that in 2016 and 2017 it was scaled up to include other SADC regions, specifically Mozambique, Lesotho, Swaziland and Botswana. As a result of the project, Mzekandaba has been intimately involved in the silicosis and tuberculosis class action settlement and hopes that the lives of the families affected by the disease are improved once payouts are rolled out.

Mzekandaba's life goal is to create workspaces that boldly and openly apply the enlightened shareholder with value. He also aspires to be a thought leader on public health policy and social programmes aimed at vulnerable and underserved populations.

"I believe it's important not to lead by title or position, but rather by the integrity of our words and actions," he says.

"We need to acknowledge that the work we do is bigger than us, and our involvement is our little way of lighting up the world in a positive manner. I do my best to live by that in everything I do."—Linda Doke



CHARLES MAPHANGA (32)

Research Scientist, Council for Scientific and Industrial Research (CSIR)



@CharlieKappa

edicated research scientist Charles Maphanga believes that being a responsible role model and transferring knowledge and life experience are some of the most effective ways to empower learners.

Schooled in Steelpoort in Limpopo Province, he knows first-hand the pressures of a disadvantaged learning environment, and has made it his life mission to help develop young learners, particularly in the sciences.

A biophotonics scientist at the Council for Scientific and Industrial Research's (CSIR) national laser centre (NLC) in Pretoria, Maphanga is reading towards his PhD in physics. His research project focuses on the development of point-of-care diagnostic devices that can be used for patients in resource-limited healthcare facilities to improve the diagnosis, treatment initiation and monitoring of diseases in the healthcare

Awarded best masters studentship at the CSIR's NLC 2017 excellence awards, and acknowledged as a finalist at the organisation's wide excellence awards in 2018, Maphanga's research work has been presented numerous times at local and international conferences.

As a product of mentorship himself, he is passionate about developing young people in science. He is the founder and executive director of Lesedi Academy for Science Advancement, a registered non-profit organisation that aims to educationally empower high school learners from grades 10 to 12 by offering monthly educational workshops in physical sciences, mathematics, life sciences and English. The academy also

conducts annual job-shadowing, career days, mentorships and innovation camps in the subjects of science, technology, engineering and mathematics (Stem) to empower pupils.

"I established the academy to help improve the pass rate of grade 12 rural learners so that they have a better chance to qualify for bursaries at universities to pursue careers in Stem fields. I also tackle the number of academic drop-outs at high school level which results in economic and social burden to the local communities and the country at large," he says, explaining that part of his goal is to establish science centres in the

Maphanga is the current president of the CSIR optics student chapter, having served as the outreach coordinator and secretary for the same organisation, which comprises postgraduate students registered in any light-related degrees at any South African university. It promotes awareness for careers in the Stem fields through outreach projects in rural areas and previously disadvantages townships. - Linda Doke



CYAN BROWN (26) Medical doctor

in Cyan-Brown

r Cyan Brown is a Johannesburg-based medical doctor with a passion for making healthcare access more equitable; she is helping to achieve gender equality through health. Determined to make a significant impact to help create a more accessible, better quality health service for all South Africans, she is focused on community change and women's empowerment.

Five years ago, Brown started the TuksRes Women in Leadership Academy at the University of Pretoria, a year-long programme dedicated to equipping young women with life, business and leadership skills. The course includes a mentorship and community service relationship with local underprivileged high schools, whereby schoolgirls are taught about safe sex, genderbased violence, financial literacy, self-worth, self-care, and how to access further educational opportunities. It also includes content lessons on leadership skills and events with guest speakers

As a doctor, Brown believes health is defined by holistic wellbeing, rather than merely the absence of disease, so she considers eliminating gender inequality integral to helping women become healthy and achieve their full potential.

"We're aiming to produce a generation of empathetic, skilled, aware and connected South African women leaders. The programme has seen more than 1000 students graduate and is looking to spread to other campuses in South Africa," she says.

Brown is studying her MSc in Public Health with a global health specialisation through King's College London online, to achieve a more comprehensive understanding of the complexity of achieving health access equitably.



the Tekano Institute. The programme is a year-long fellowship aimed at equipping leaders in the public health space with the tools and knowledge to help make healthcare more equitable in South Africa and be advocates of social justice.

She was also the only South African selected from 12 500 applicants worldwide for the Young Sustainable Impact Programme 2019, an incubation hub that creates an environment where teams of young people from around the world create innovative start-ups to help contribute to sustainable development goals.

"I believe we need to innovate and disrupt the healthcare industry if we are going to see solutions to some of the tough healthcare challenges our country is facing," Brown says.

Cyan has already achieved wide recognition for her work. She was one of the top 30 young women leaders in South Africa in the McKinsey NGWLA awards in 2017, was considered one of the top 10 students in South Africa by Gradstar in 2016, received the gold level of the Duke of Edinburgh President's award in 2017, and became an associate fellow of the Royal Commonwealth society in 2017. -Linda Doke







DIANTHA PILLAY (32)

Programme Manager, Wils Reproductive Health and HIV Institute



cientist and humanitarian Diantha Pillay (32) has dedicated her research in public health to improving the health and wellbeing of the most marginalised members of society, including sex workers, adolescent girls and young women. Her passions and her personality enable her to continuously seek out ways in which research can inform practice and policy for the betterment of

Having studied at the University of KwaZulu-Natal, she holds a BSc, majoring in biomedical science, an honours degree in medical science, majoring in medical biochemistry with a focus on environmental toxicology, and a masters in public health focusing on epidemiology and biostatistics. She is currently reading towards her PhD in public health at the University of

Cape Town, looking at the intersections between environmental health and adolescent sexual development.

Pillay has 10 years of experience in research (on topics such as biomedical, clinical, operational and social science research on HIV/Aids and tuberculosis, female and reproductive health and safer conception).

In addition, she is a programme manager in the implementation science portfolio of the Wits Reproductive Health and HIV Institute, managing the Optimising Prevention Technologies Introduction on Schedule programme which focuses on providing technical support to the government and other stakeholders for the rollout of new HIV/Aids prevention methods, with a particular focus on adolescent girls and young

The programme provides the Department of Health with technical assistance for the provision of oral pre-exposure prophylaxis (PrEP) to populations most in need such as sex workers, adolescent girls and young women.

High on her priorities, Pillay believes in translating research into action, and has led two key pieces of research on the implant contraceptive and oral PrEP, that has had impact on a national level. Furthermore, she led another key research focusing on factors associated with initiation, continuation and discontinuation of oral PrEP in South Africa amongst sex workers and men who have sex with men.

Through her engagement with the national Department of Health's PrEP technical working group, Pillay communicated research findings which resulted in changes in national programming. She also presented the research findings during an oral presentation at the 2018 Aids Conference in Amsterdam, as well as the South African HIV Clinicians Society Conference of that year, which was the second international workshop on HIV and adolescents.

In December 2018, she won the executive



director's leadership award from the Wits Reproductive Health and HIV in recognition of

Beyond her formal work commitments, Pillay belongs to a faith-based group that focuses on safeguarding children in religious environments. She works actively with the group to develop policies and educate parents, children and other members of society on how to protect children from harm. — *Linda Doke*

XANTHE HUNT (27) Researcher

exanthehunt

anthe Hunt has dedicated her career to health research, specifically the effects of social dynamics on sexual, mental and reproductive health.

With postgraduate degrees in journalism and psychology and her doctorate in psychology behind her, Hunt is now affiliated with California University and is studying clinical research training through Harvard University while working as a researcher at the Institute for Life Course Health Research at Stellenbosch University's department

of alobal health.

The focus of Hunt's work is on two primary areas. The first is maternal and child health, where she works on a portfolio of projects that all have the aim of improving services for young children affected by HIV and their caregivers, in Kenya, Mozambique, Malawi, Zambia and Tanzania. This work centres on finding out how to optimally support local governments, as well as community-based organisations, to deliver the best kinds of services to those children and families who most need them.



The other focus of her work researches sexual and reproductive health among people with disabilities. Together with a group of South Africans with disabilities, she is writing a book which showcases individuals' experiences of accessing sexual and reproductive health services as a person with a disability. The book provides a platform to educate lay people, not just academics, about some of the social, economic and practical barriers that people with disabilities encounter in trying to achieve optimal health.

It also explores what is needed to make sexual and reproductive health, and sexual wellbeing attainable for people with disabilities in South

In both areas, her work focuses on using research data to drive practical, important changes in the ways that health and social systems operate, to optimally benefit their users.

"As somewhat of an outsider, and because I recognise that a lot of where we end up in life is due to social forces, I am curious about the drivers of social inequality and exclusion. I am fascinated by social dynamics, and I want answer questions about how to make social marginality liveable and valuable. For me, health research is about addressing the dynamics in society which make life difficult for some people, and not others," explains Xanthe -AUTHOR

DR TEBATSO TEBEILA (34) Head of Medical Affairs, Adcock Ingram

in Tebatso Tebeila

r Tebatso Tebeila has established herself as an authority on how pharmaceutical companies can ensure that they make responsible, universally beneficial use of the resources at their disposal. She has extensive experience in the areas of medical marketing, compliance, governance, pharma-covigilance, stakeholder engagements and research including her time spent as a sub-investigator in the areas of HIV/Aids and tuberculosis clinical research at The Aurum Institute, a non-profit organisation in Johannesburg.

Having earned her medical degree at the University of Kwa-Zulu Natal in 2008, Tebeila began her career as a medical intern at Leratong Hospital in Krugersdorp, spent a

year as a community medical officer at South African military health, worked as a medical officer in paediatrics at Tembisa Hospital and an emergency medical officer at Mamelodi Day Hospital.

She now also holds a qualification in management of advanced programmes from Wits Business School and a masters in health economics from the UPF Barcelona school of management in Spain.

Furthermore, she is a board member of the South African Medical Technology Industry Association, an organisation working to promote and safeguard responsible and ethical technological innovation for the healthcare field.

Her career took her to the role of medical



advisor for British multinational pharmaceutical giant GlaxoSmithKline, and she is currently head of medical affairs at Adcock Ingram, a position she has held since 2015. She has long been interested in pharmaceutical industry regulatory frameworks and health economics, but in her current role, she has been particularly well-placed to reach a wide audience of the general public to address the harmful false medical information that's unfortunately all too common.

Tebeila has been a vocal advocate for the improvement of reproductive and sexual education, adamant that misinformation must be actively dispelled, and she is particularly concerned with women's health. In a brand collaboration by Adcock Ingram, Tebeila lent her expertise to an activation called The Vagina Shop, which aimed to empower young women to speak openly about health concerns previously regarded

In 2017 she was invited, with key stakeholders to be a panellist at the first South African responsible business forum to debate the United Nations' Sustainable Development Goal 3: Good health and wellbeing.

"I believe that South Africans deserve the very best in health care," she says, "and I hope to be a key player, directly or indirectly, and in whichever role, in making this a reality in the future. 'The man who removes a mountain begins by carrying away small stones,' is a quote by William Faulkner that always reminds me that our daily efforts, though they may seem insignificant, will always lead us to great victories."—Cayleigh Bright

ESTELLE PRINSLOO (34)

Medico-legal researcher, Psychosynthesis



ectrl_add

hirty-four-year-old medico-legal researcher Estelle Prinsloo is on a mission to destigmatise mental health, working towards a future where there is greater access to mental health services, but also a more personal awareness of mental health issues. Diagnosed with inattentive-

type attention-deficit/hyperactivity disorder (ADHD) when she was struggling to complete her honours degree, she believes that being open about one's mental health is fundamental to healing.

With a master's degree in political and international studies from Rhodes University, this Pretoria-based scholar is currently studying psychology part-time, whilst working as a medicolegal researcher at Pretoria's medico-legal psychology practice, Psychosynthesis. She is also a trained volunteer counsellor at LifeLine.

In collaboration with Motlatsi Khosi, Prinsloo cofounded CtrlADD, an ADHD-positive lifestyle blog for people living with ADHD, written by people living with ADHD in South Africa. Replete

with informative posts, creative contributions, and a question and answer section organised around monthly themes, the blog aims to assist people living with ADHD to live, work and thrive.

"Often blogs or websites on ADHD are run by medical experts or industry representatives, and while they offer valuable information, you rarely hear directly from people living with ADHD," she says. "The blog aims to put a human face to the disorder and reflect the positive, fun and creative side of ADHD."

She is convinced that the understanding and treatment of mental health requires a multidisciplinary approach. Since 2014 she has been running the South African humanities and social sciences info page on social media, which shares employment and funding opportunities as well as information on seminars and events across universities and industries.—Linda Doke



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DR ITUMELENG NTATAMALA (31)

Occupational Medicine Registrar, Western Cape Department of Health



in Itumeleng Ntatamala

ccupational medicine registror Dr Itumeleng Ntatamala epitomises the kind of doctor South Africa needs: energetic, dynamic, selfless and dedicated. He has focused his work on the occupational side of the health sector, aiming to improve the quality of care provided to patients accessing public health services and to develop his interest in how work and life

As a rural doctor in Limpopo Province prior to moving to the Western Cape, Ntatamala who was born and raised in Polokwane and studied medicine at the University of Cape Town, championed children's health rights, and was awarded the premier's silver prize for innovation in the public sector for his work in transforming the paediatric ward in Limpopo Province's Mokopane Hospital into a childfriendly environment.

As executive member of the Junior Doctor Association of South Africa in Limpopo, he was actively involved in advocating for improvements in the working conditions of junior doctors, a role he has continued as Western Cape representative for the South African Registrars Association.

During his time as a shop steward and labour representative in the health sector, he witnessed the poor attention paid to the prevention of exposure of health workers to hazardous conditions, which resulted in his special interest in improving healthcare conditions for patients and health workers

Ntatamala's passion in this area was recently recognised through his appointment by the Western Cape Member of the Executive Council for Health in 2018, as one of the youngest members on the board of

Groote Schuur hospital. As a doctor training to become a specialist, he is involved in diagnosing and preventing work-related illnesses, and providing technical support to the Western Cape department of health. He is also involved in assisting former mine workers affected by silicosis, a lung disease caused by the inhalation of dust, with claiming for occupational compensation.

As a medical registrar, he is responsible for training medical students on work and health, and supervising public health projects.

As a youngster, Ntatamala was fascinated by the role of work in society, and how it not only provided an income but allowed people to play an integral part in society and contribute to the country's development.

"However, as a medical student, I was dismayed to discover the other side of work: that it can expose workers to hazards that may be harmful to their health and cause injuries on duty, cancers, respiratory diseases and even death. I made it my life's mission to better understand the connection between work and health, and to use this understanding to help advocate for more just and favourable working conditions for all." - Linda Doke



EUGENE MAKHAVHU (28)

Lecturer, Sefako Makgatho Health Sciences University



@EMakhavhu

eing a man in a vocation dominated by women has never deterred 28-yearold Eugene Makhavhu from wanting to be the best nurse he could be. With specific interests in the fields of antenatal care and nephrology, he also teaches nursing at Sefako Makgatho Health Sciences University in Ga-Rankuwa, north of Pretoria.

He qualified as a nurse in 2012, but his ability to lead and his passion for his work makes him a devoted teacher.

"As a young man entering nursing, I had no idea what to expect, and whether I would ever grow in a female-dominated profession."

But the death of a patient during his first class practical in his first year of nursing, was $\ensuremath{\mathtt{a}}$ life-changing experience for him, in which he realised "Although I may not be able to prevent the death of a patient, I learned how to help those who are critical and in palliative care to die with dignity and in comfort around their loved ones," he says.

As a newly qualified nurse in a community burdened with teen pregnancy, Makhavhu was inspired to work in the antenatal and maternity section. Learning how to deliver babies into the world saw his passion for his work deepen, and he began to see his profession not just as a job but more "as a

"The complaints in the media about nurses, and my interaction with student nurses in practice, prompted me to pursue a career in nursing education where I could take a part in grooming a new cadre of nurse that meets the needs of the South African public and is able to attend to the burden of disease that our country faces," he continues.

In early 2019, Makhavhu was appointed by the Forum of University Nursing Deans in South Africa as a programme manager, involved in securing donor funding for the organisation as well as project planning and management. He is also currently studying towards a PhD in nursing at the Tshwane University of Technology.

"I believe that although I may not change everyone in the world, I can make an impact on my students by inspiring them to become better practitioners to serve the health needs of our communities. I also believe that our aim should not be to prove ourselves to others, but to provide our people with the best possible care, in a safe, empathetic and caring

"The thought of being a man in a femaledominated profession makes me to be more willing to go the extra mile. My profession gives me joy."

task from above". - Linda Doke

KERRY MANGOLD (33)

Occupational medicine registrar, Western Cape Department of Health)



@kerry_mangold

echnical lead for HIV prevention in the South African National Aids Council Trust (Sanac), Kerry Mangold is passionate about leading and responding in a multi-sectoral way to the plight of HIV/Aids in South Africa.

"I recognise the importance of engaging youth in co-creating a fresh response to their epidemic - where youth account for one third of all new HIV/Aids infections in the country. I know that unless we really listen to our communities and address the multifaceted lives of people vulnerable to, and living with HIV/Aids, we will not achieve the public health goals of the country."

Sanac is a voluntary association of institutions established by the national Cabinet of the South African Government to unite government, civil society and other national stakeholders in their response to HIV/Aids, tuberculosis (TB) and sexually transmitted infections (STIs).

She represents Sanac on the topic of HIV/ Aids prevention on various national advisory boards, expert think tanks and technical bodies, representing the country at regional and global meetings on HIV prevention, and in 2018 was the driving force in the development of SANAC's oral submission on the decriminalisation of sex work to the Parliamentary multi-party women's caucus. She led the consultative development of the ground-breaking South African national sex worker HIV plan.

Mangold contributed significantly to the National strategic plan for HIV/Aids, TB and STIs, particularly on the issues of prevention, social and structural drivers, and key and vulnerable populations, proposing a prevention roadmap for the country. She continues to work with a team reporting globally on the



country's progress in the Prevention revolution.

With an academic background in business, science and arts, along with her experience and exposure in the public health space from field research conducted, mentoring and playing the role of technical lead have allowed her unique insights into the public health sphere.

"We are not (yet) on track to end the HIV/ Aids epidemic by 2030 and it is time that space is provided for young women leaders with fresh perspective to take the reins," she says, reinforcing her conviction that she is wellplaced to tackle this challenge.

"I believe in a public health, gendered and human rights approach to HIV/Aids and I stand up for the rights of all people - especially those who are stigmatised, marginalised and moralised by our society."

- Cayleigh Bright







DR MUKOVHE PHANGUPHANGU (29)

Chief audiologist, Mthatha Regional Hospital

in Mukovhe Phanguphangu

· Mukovhe Phanguphangu is the chief audiologist at Mthatha Regional Hospital in Mthatha. Through his passion for helping children with hearing disabilities, he contributed to the establishment of the much-needed Ototoxicity Monitoring Unit and Surgically Implantable Devices Unit at Polokwane Provincial Hospital. He was instrumental in drafting the motivation for the two units, which assist in the early detection of hearing loss in children undergoing treatment for cancer, TB and HIV, and worked to emphasise the importance of the services. He then drew up guidelines for patient management, and assembled the team of professionals involved, from identification and diagnosis to further audiological and medical intervention.

"Being an audiologist grants me an opportunity to give children with hearing loss not only the gift of hearing, but access to the world," says Phanguphangu of what his work means to him, elaborating that his patients are granted, "a voice with which to express themselves and an opportunity to enjoy life's intricacies, including the art of melodies".

One of his published research papers — which indicated that almost 50% of children below seven years old may have an ear disease that increases their risk for developing hearing loss - he also argues that children should get their ears checked at school entry to allow the early identification of those who might be at risk for developing hearing loss later in life. The timeous interventions that could result, he argues, would curb the negative impact that hearing loss may have on scholastic performance, academic achievement and quality of life. Thanks to this paper, the department of education now ensures that audiologists and speech-language therapists provide hearing and speechlanguage services to children at school-entry

Phanguphangu is now conducting doctoral research exploring the possibilities for using smartphones and related mobile technologies to enable hearing health services for patients in rural communities, where they are desperately lacking. His research looks to develop a smartphone-based service delivery model for early detection of hearing loss in HIV-positive children and adults, who are at a higher risk of developing hearing loss due to opportunistic infections. He is also undertaking studies aimed at preventative measures for children who are undergoing cancer treatments that are known to cause hearing loss.

-Cayleigh Bright





QHAYIYA MUDAU (NÉE MAGAQA (27) DPhil candidate, University of Oxford

ghayiya_m

will know that my work has had an impact when people with disabilities can confidently say that they can do the things that are important to them," explains 27-yearold doctoral candidate Ohayiya Mudau (née Magapa) of her professional purpose.

She is dedicating her efforts to ensuring that no-one is left behind when it comes to accessing quality health rehabilitation services. Throughout her undergraduate studies at the University of Cape Town, Mudau was actively involved in improving access to health rehabilitation services in rural areas in South Africa - she herself grew up in Stutterheim in the Eastern Cape before training as a physiotherapist in Cape Town.

Having developed her passion for the promotion of inclusive healthcare, she completed her community service year at Zithulele Hospital, near Maanduli in the Eastern Cape. In developing a rapport while working with her patients and discovering her empathy for them, Mudau came to realise that health policies and systems needed work if they were to successfully facilitate access to health rehabilitation services in the Eastern

"It is my conviction that services such as physiotherapy are part of the broader solution of facilitating the inclusion of people with disabilities in all aspects of society, so that at the end of

the day they too can say, 'we have both the opportunity and choice to be and do that which matters to us'," she explains.

Having set her sights on gaining better insight into just how accessible healthcare might be provided to all, she became the first physiotherapist to be awarded a Rhodes scholarship, which took her to Oxford University to pursue an MSc in international health and tropical medicine. It was during her time in Oxford that she was recognised as one of top ten Black students in the United Kindgom at a ceremony that took place at the Houses of Parliament in

Mudau is now in her second year of DPhil studies at Oxford, where her research focuses on the availability and accessibility of health rehabilitation services for adults with disabilities in the Eastern Cape. - Cayleigh Bright

VERA-GENEVEY HLAYISI (27)

Audiology lecturer and researcher, University of Cape Town



Vera-Genevey Hlayisi

wenty-seven-year-old audiology lecturer and researcher Vera-Genevey Hlayisi understands the value of hearing. She's won multiple awards in the field and is a voice worth hearing to patients, students and international forums alike, but it was not the obvious choice for her.

When she finished school in Limpopo, she was accepted by the University of Cape Town Photo: Su

(UCT) to study medicine. Yet, when she arrived at UCT, she was told the university had sent out too many acceptance letters believing not everyone would choose to study there. Hlayisi was told to choose another stream in the health sciences

She'd never heard of audiology. "My dad said to me, 'this is an institution of higher learning, you might as well go study what you know nothing about'," she remembers.

Six months into her first year, she was offered a place in medical school, but she turned it down because she was enjoying what she was learning in audiology. She has not looked back.

"I'm an eager-beaver and I have a can-do spirit I got from my grandmother," she says. This pragmatism led her to an award from the future leaders in health initiative for her leadership and

contribution to UCT's health sciences student

Hlayisi qualified as an audiologist by the time she was 20; she has practised in both the public and private sector. She also teaches in the field at UCT and is an international contributor with the renowned Ida Institute in Denmark as well as the leader of the academic development portfolio of the South African Association of Audiologists. Most recently, Hlayisi's doctoral research was

> awarded a research grant by the South African National Research

> Hlayisi also strives to educate ordinary people on how to care for their ears.

Your hearing is not something that you can just get back once you've lost it," she says. She was one of three audiologists selected by the Western Cape province to provide training and content for screening guidelines for the school

health campaign in 2014 and 2015; she hosted the first International Ear Care Day celebration at Pietersburg Academic Hospital; and was invited to guest lecture and create curriculum content on the massive open online courses with the Teacher Empowerment in Disability Inclusion under UCT's umbrella on hearing health and learning for children with hearing disabilities.

Another area of research that interests Hlayisi is person-centred health-care.

"The one-size-fits-all sales-focused approach currently practised in medicine is not working," she says. "We need to start focusing on people's individual needs and customising our treatments

She added that this approach is yielding great results in other parts of the world and South Africa needs to follow suit. - Itumeleng Molefe

WARREN LUCAS(29)

Sports scientist, South African Medical Research Council



Warren Lucas

ports scientist Warren Lucas (29) takes minimal time off. This is because he doesn't consider his job work: "I love what I do. Being a sports scientist for me is like a calling,"

Recognised as an active sport and exercise scientist, Lucas works for the South African Medical Research Council (SAMRC) doing statistical and data analysis, publishing articles, coordinating research as well as testing and screening of patients for data collection. He is chairperson of the Cape Town Gymnastics Association, an organisation that takes gymnastics to previously disadvantaged schools in the Cape in order to expose school children to other sporting codes outside of soccer, rugby, netball and cricket.

More than that, he is also a lecturer at the Exercise Teachers Academy in Cape Town, where he teaches anatomy and physiology, exercise principles and programme design to personal training, fitness and management students.

Lucas, who was born and raised in Cape Town, holds a master's degree in sports science from the University of the Western Cape. He is currently enrolled for a PhD at the University of Cape Town looking at the impact of personalised exercise plans for patients in rehabilitation centres. He has collaborated internationally with researchers in Spain investigating rates of post-operation



surgical infections.

But that's not all. He is also an executive committee member of the Foundation for Sport, Development and Peace leading the youth portfolio. This foundation is committed to using sport and recreation activities as a vehicle for peace, community resilience, individual development and overall well-being. Together with one of his former students, Lucas also started a research company, the Sport Research

"I started this company because of my passion to discover," he says. "In South Africa there is not enough research available on areas like how sports is used in schools."

Currently, the Sport Research Association facilitates sport research among sport codes and postgraduate students in sport, exercise and management sciences in the Western Cape.

Lucas's work has not gone unacknowledged. In 2017, he was deemed one of Africa's 100 brightest young minds by the non-profit organisation BYM and earlier this year, he was granted a nod from SAMRC in support of his PhD in progress in Exercise Science, through the faculty of Medicine. - Itumeleng Molefe





200 Young South Africans Health



DR. PALESA MABATHO MONYAKE (34)

Paediatrician, Nelson Mandela Children's Hospital



in Palesa Monyake

r Palesa Mabatho Monyake is a prominent figure among healthcare professionals, known as a leader in the field with an intense passion for both the practice and the people that make up the medical industry. Often taking the time to mentor young doctors, she has become a role model in addition to her own significant accomplishments at a young age — most recently, qualifying as a paediatrician.

Monyake's history and academic record speak volumes about her mastery in, and dedication to, the field. In all of her work, she is guided by the goal of ensuring that, "families may feel loved and comforted as we take care of their little ones in their greatest time of need".

While still in high school, Monyake was a member of a paramedic team at St John's Ambulance and a volunteer at Netcare Union Hospital from 1998 to 2001. In 2002, she graduated from school with six distinctions. These outstanding results earned her the Gallagher Foundation Scholarship, which covered the expenses of her tertiary education.

Monyake was accepted into the University of Cape Town's medical school and obtained her first medical degree in 2008. She went on to obtain a diploma in HIV disease and management, a Fellowship of the College of Paediatricians and, finally, her Masters in medicine.



Having just finished a Pediatric Critical Care Fellowship with the University of the Witwatersrand, Monyake is currently employed as a specialist pediatrician in the pediatric intensive care unit at the Nelson Mandela Children's Hospital in Parktown, Johannesburg.

Outside of the office, she is preparing to write her pediatric critical care exams, which will make her one of only six black women pediatric intensivists in South Africa.

Her hope is: "To put a smile on the face of a child, and to have children's lives changed by my presence. I dream to leave a legacy of love and kindness, all done with a spirit of excellence." Monyake serves as the secretary of the Critical Care Society of Southern Africa, Egoli branch, and is involved in the planning of symposia and critical care activities. - Cayleigh Bright

KENTSE RADEBE

Executive Director, South African College of Applied Psychology



@Kentse_radebe

entse Radebe has been instrumental in opening up access to mental health care in South Africa for those who need it most. "In my current role as executive director of the Sacap [South African College of Applied Psychology] Foundation, I'm working on broadening access to mental health care services and also focusing on adolescent mental healthcare, which is severely underserved in South Africa," she says.

"In South Africa, there's a dire lack of mental health services — particularly at the community and primary health care levels. Through my work, I am invested in developing solutions that close the mental health equity gap by making mental health accessible and affordable."

On a practical level, this has meant establishing a place in which South Africans can access the counselling and mental healthcare that has for too long been the preserve of the privileged. "Through my work, I have been involved in developing a community level mental health intervention, the Counselling Hub in Cape Town. It provides affordable mental healthcare services, working with student interns and professional volunteers."

The Counselling Hub delivers basic mental healthcare services at R50 for a counselling session. It aims to provide clients with the tools



they need to deal with everyday life crises, at a rate that's significantly more affordable than mental healthcare usually is. Radebe's work in this space has been influenced by her involvement in the Atlantic Fellows for Health Equity programme during 2017 and 2018, for which she was selected as a Global Fellow and had the opportunity to collaborate on the development of scalable programmes with the potential to produce positive health outcomes.

Next up for Radebe? Breaking down more barriers, and ensuring that conversations about mental health spread even further and wider. "I'm currently involved in developing a podcast that explores the social determinants of mental health and advocates for a public narrative that reduces the binary and pathology focused perspective of mental health in South Africa," she explains.

- Cayleigh Bright

CANDICE GROENEWALD (32)

Senior research specialist, Human Sciences Research Council



ecjrgroenewald

andice Groenewald is a senior research specialist in the Human and Social Development Unit of the Human Sciences Research Council in Durban. With a doctorate in psychology, Groenewald has dedicated her life of research to adolescent drug abuse and dependence. She examines how an individual's substance use significantly compromises the wellbeing of those closest to them.

Her PhD research investigated the subjective experiences of parents of adolescents with substance use problems, many of whom experience a lack of support, diminished hope and silent suffering.

She researches the best approaches to support parents to cope with their own distress caused by their adolescent children's behaviour, and how to provide support to the adolescents themselves.

Groenewald is part of the Affected Family Members' Network, an international network comprising researchers, academics, practitioners and family members who work towards providing support to families of substance users. As the South African representative of the "Five-Step Method", a support intervention for affected family members, she presented her work at the first international Affected Family Members' conference, hosted in the UK in November 2018.

"Adolescent drug use and addiction is, sadly, a challenge that impacts so many families in South Africa," says Groenewald.

"It is underreported and often not well



understood in communities. Drug addiction is associated with other maladaptive behaviours, including violence, theft and other forms of victimisation that families experience at the hands of the drug addict (in my work, the adolescent). When adolescents face these times of risk, parents are generally expected to know what to do. They are also blamed for their child's behaviour and many report experiences of shame and stigmatisation. All these devastating situations occur within a space where support is significantly limited but desperately needed.

"It is because of this need that I do my work. Parents need support to cope effectively with their own distress in order to be able to provide support to their child as well. Many parents suffer in silence and my work is not only to identify best practices to provide support, but also to enhance parents' voices and tell their stories."

THATO MABUDUSHA (28)

Group Lead: Strategy and Business Development, Life Healthcare;



in thato-mabudusha

tarting off as a managing consultant, Thato Mabudusha now uses her skills to help with health innovation on the African continent. Since she was a child she has been inspired to help others and give back to

"Most of the family on my mother's side are into healthcare and public service, so it's kind of always been in our blood since we were young that we were here to make a difference and do something with what we've received," she says.

"I feel like I've been given these incredible opportunities and education and networks, and if I'm not using it to benefit other people who need it, then I feel like my life isn't being used to its full potential."

She started off her career in the financial aid sector, working mostly in East Africa. While the company was doing a lot of incredible work, Mabudusha says she felt like she wasn't really making an impact herself, so she left and joined Discovery Vitality.

"That's where my journey into health really kicked off," she said. After Discovery, she moved onto Life Healthcare, where she helped develop a technology which she calls

"Capitec for healthcare, so it's low cost, high quality".

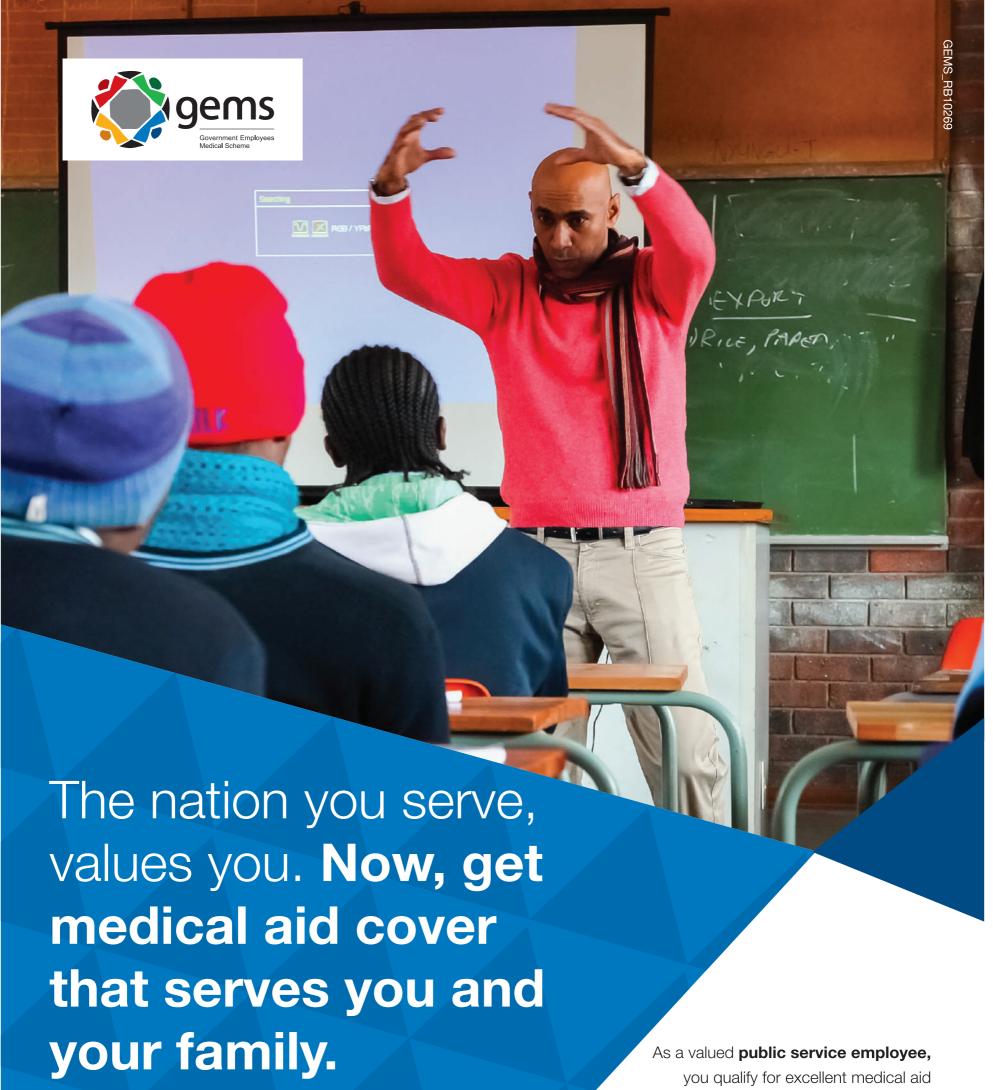
Along with a team she has developed a fully digital primary health clinic. At the clinic, people can get access to healthcare for R250, medication and a doctor's consultation.

Her work relies heavily on technology, and Mabudusha says the fourth industrial revolution is fundamental for increasing access to healthcare. "In Africa it can be used to deliver medicine faster to people who don't have access. Technology isn't the only answer. We also need to have empathy and care about people, but I think it's a tool that can help us," she said.

She is working towards an MA at the Wits Business School. In the future Mabudusha says she wants to work in a space to solve social problems using







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ATHI JARA (32)

Director and Head of the mining and Environmental Law Department at LNP Attorneys Inc

in Athi Jara

rowing up in rural Eastern Cape did not deter Athi Jara from consistently pursuing her dreams. Raised by her single father after the passing of her mother at the tender age of 12 and being the eldest of her siblings only spurred her on in pursuit of her goals. She is inspired by her late mother's achievements as an academic and with her father's belief in her, it was inevitable that she would also become not just an academic but also a master in her industry.

After completing her LLB degree at the University of the Witwatersrand, she furthered her studies in the United Kingdom, where she completed her Master of Laws (LLM) with merit at the University of Sussex. For her, one of the most important things to understand is that: "South Africa, being a signatory of a number of international treaties, especially in the environ-

mental law area, is a Third World country that is enacting and implementing First World country laws. These laws are often not alive to the fact that we are a country that needs to prioritise development, addressing our high unemployment rate and poverty over issues such as the

Jara has been specialising as a mining lawyer since 2010 and is one of the few Black women in the country to head up the department in these niche specialities. She has consulted for major mining companies such as Anglo American, De Beers and Kalagadi Manganese. She has experience in working in legislation, and was part of the team that advised the department of energy and the national treasury on the implementation of the first Renewable Energy Independent Power Producers Programme in the country.

To this day she still gets excited when she sees windfarms and solar power stations being developed as a result of the project and her contributions.

When asked about working in a male-dominated sector, Jara says: "I have found that most males, whether at mining sites or within boardrooms of mining companies, did not treat me differently as a woman. Most males that I interacted with (and continue to interact with) in mining value my input and opinions."

When asked what she would tell her younger self she says: "I would say: Your life will get better. All those dreams you have will come true, but you'll also achieve so much more. You will travel the world and meet many interesting

She is an unstoppable force, and her next big thing is to pursue either a PhD or LLD and contribute to the dialogue around Third World approaches to international law.





Londeka Mkhize, Social Media Specialist at Joe Public United, 200 Young Alumni:

GUNDO NEVHUTANDA (27)

Associate. Webber Wentzel

Gundo Nevhutanda

have always known that I wanted to help solve problems, and that is what drew me to law," says Gundo Nevhutanda.

Nevhutanda is a financial regulatory attorney at a law firm in Johannesburg. Her work has taken her to many different directions. She advises clients on banking regulatory matters, including collective investment schemes,

anti-money laundering, payments and insurance.

Nevhutanda has had an illustrious academic career at the University of Pretoria (UP), where she did her Bcom Law, LLB and LLM degrees. Not one to stop pursuing the ultimate academic goals, she is now pursuing a PhD from UP.

She was named by the Law Society of the Northern Provinces in 2017 as the youngest Black female conveyancer to be admitted at the time.

However, Nevhutanda is not just content with pursuing excellence in her work life. In

2016 she established The Dignify Her Foundation. It is a non-profit organisation, which provides girls with mentorship and free sanitary pads in order to keep them in school during their menstrual cycle.

Nevhutanda says her foundation "focuses on solving education policy challenges by keeping girls in school through providing them with sanitary pads to ensure that they do not miss out on school as a result of their period". Her foundation has helped to keep over 80 young girls

Nevhutanda's talents lie beyond law. She used to dabble in radio and in public speaking, featuring on SABC 3's Afternoon Express.

Nevhutanda says she echoes the beliefs of Nelson Mandela in the work she does: "Education



is the most powerful weapon which you can use to change the world."

"My future plans includes completing an MBA, community development through establishing a sanitary pad manufacturing plant and building my practice, as well as joining the World Bank."

The motto she lives by is "nothing is impossible." With all she has achieved and hopes to achieve, it truly seems that way. — Fatima Moosa

JACQUIE HODGSON (34) Head of Alternative Legal Solutions, Herbert Smith Freehills

📘 Jacquie Hodgson

acquie Hodgson was one of five executives brought in to assist e.tv in launching OpenView HD as a start-up to market. Her role was executive of legal and business affairs and she was responsible for putting in place the entire legal framework from scratch, across the technical requirements for the satellite platform, distribution agreements, marketing and PR, supply agreements, regulatory requirements and the channel agreements upon which the entire business model was premised. She was also co-responsible for the business development of bringing on new channels onto the platform, to drive both viewership and revenue in terms of the business model. The channel started at zero viewers and now is viewed in over 1.5 million

Hodgson is now the head of alternative legal services at Herbert Smith Freehills, a global law firm with a global practice group of 350 people across New York, Belfast, London, Johannesburg, Sydney, Melbourne, Brisbane, Perth, Hong Kong and Shanghai. She is heading up the Johannesburg branch that forms part of the global practice and she sits on the regional executive team. She notes that one of the things that drew her to the role was the opportunity to develop legal graduates to enable them to gain traction at the start of their careers and learn some of the softer skills-set required to thrive and navigate in the corporate legal environment.



She was practising at Webber Wentzel as an associate lawyer when she was introduced to her life coach, Louise Latham, by a partner at the practice. At age 31, after transitioning away from the traditional practice of law and undertook the Martha Beck life coaching course, more to deepen her own practice of groundedness and understanding the tools better. "In that process, I came to realise that there was value to sharing my own experiences and process, specifically in supporting young professionals in transitioning into careers that will light them up and give them energy, rather than operating from a place of obligation and fear," she says.

Being young and a woman in a male and mature environment, she says she's had to work hard at her confidence, and trust that what she had to offer was valuable. "One of my mantras is that I don't need to dim my light to make other people feel more comfortable," says Hodgson.

— Welcome Lishivha

TUMI SOLE (34)

Corporate Altorney and Founder of #CountryDuty



etumisole

lumi Sole is the creator and founder of #CountryDuty, a social movement that brings together all South Africans regardless of race or creed. As a corporate attorney with experience in human rights litigation, employment law and dispute resolution, Sole is currently reading for his Master's in Law, specialising in commerce and business Law at University of the Witswatersrand. His successes with #CountryDuty have seen him appear in numerous South African media platforms and create the biggest hashtag to hit the country.

"I regard myself as a social activist who uses social media for good, to ignite conversations and come up with practical solutions that encourage South Africans to put their #CountryDuty first," says Sole. "I have undertaken this role because I believe that complaining and waiting

for government or corporate South Africa to come up with solutions isn't helpful."

It is also a role that Sole has undertaken to give voice to the voiceless, to speak out and be heard. In one instance, Sole's active Twitter presence helped a woman from Khayelitsha who was ignored by the authorities. Sole drew attention to the woman's situation and helped her gain redress.

"I plan to establish various #CountryDuty satellite offices across the country if I obtain funding," says Sole. "These will be offices that can interview complainants, link them up with the relevant authorities and take up social justice projects. The people in these offices will be unemployed graduates who will use their skills to ensure the voiceless are heard."

It has not been an easy journey for Sole — it has taken a lot of time and effort — but he believes that his wife, Seli Sole, has been instrumental in helping him to make his dreams a reality.

"There have even been instances of me wanting to hand over the baton to someone else, but she has encouraged me to carry on," he concludes. "I would advise anyone dreaming of success to never be afraid to ask questions, to always associate with those who do well, and to keep going in spite of the hardships."

For Sole, #CountryDuty is a South African social movement that is made up of passionate people from all walks of life. He credits every one of the members of his team for its success and believes that their passion to ignite change has bee instrumental in #CountryDuty growing as it has. - Tamsin Oxford









ANDREW MOLVER (34) Pariner, Adams & Adams

in Andrew Molver

ttorney Andrew Molver believes he was born with a passion for justice. The highlight on his CV so far has to be his role in fighting state capture. In 2013 he was lead attorney for former public protector Thuli Madonsela, in a series of politically vital and precedent-setting cases involving Nkandla's pay back the money case and state capture litigation against former President

"During my time in practice ... I've been privileged to experience the power of the law to hold powerful actors to account. This often isn't easy, and mostly isn't quick, but when we get it right, it is always significant."

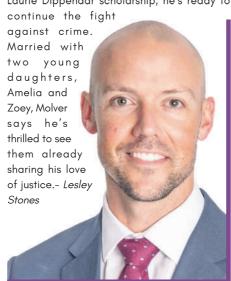
Molver holds BCom Law and LLB degrees from the University of Pretoria (UP), where he served as both the Chief Electoral Officer and Deputy Chief Justice of the Constitutional Tribunal. He was also a member of the UP team that won the International Criminal Court Trial Competition in

After graduating, he served articles at Pretoria-based law firm Adams & Adams Attorneys, where he has been a partner since 2014 and works in both the Pretoria and the Sandton office of the company. His speciality is dispute resolution, with particular interest and expertise in public law and regulatory matters. That expertise in the field of public law saw

him listed this year in Chambers and Partners (the leading international peer reviewed legal rankings) as one of only three up and coming public lawyers in South Africa.

Molver believes that it is universally accepted that good governance acts as a guarantor of fundamental human rights, and without rigid systems of governmental and corporate accountability, our Constitutional ideals will remain unfulfilled promises. "Doing the type of work I do gives me the opportunity to play a part in our Constitutional project by using the law to drive governmental and corporate accountability and, indirectly, to achieve societal change," he says.

Freshly back from completing a Masters of Law degree at Cambridge University on a FirstRand Laurie Dippenaar scholarship, he's ready to



LIVASHNEE NAIDOO (34)

Lecturer in Commercial, Shipping and Insurance Law/PhD Candidate, University of Cape Town/ University of Southampton



🔋 eliv_naidoo

hirty-four-year-old Livashnee Naidoo is a lawyer in the shipping industry, with unusual skills, such as the ability to arrest entire ships and interrogate their captains.

This highly specialised area of law supports the maritime trade that is vital to South Africa's economy.

"Shipping is the invisible industry. It is pivotal to our everyday lives but goes relatively unnoticed," she says. "Through my research I contribute to furthering an understanding of the intersection between commercial markets and law, such as emerging technologies in the shipping industry and laws responding to that."

Her interest was sparked at school in Durban during maritime studies; she holds a law degree from the University of KwaZulu-Natal and a shipping law specialisation from the University of Cape Town (UCT). She's since won several awards from the Institute of Chartered Shipbrokers including one for being the best South African candidate across several areas of maritime studies.

Naidoo initially practiced as an attorney and notary at a leading shipping law firm, then followed her passion for teaching and research by becoming a lecturer in commercial, shipping and insurance law at UCT.

"As a young attorney I enjoyed the 'cut and thrust' of a shipping law practice as there are so

many dimensions. I would board vessels, arrest ships, interview the Master

and crew, and get involved when there were cargo claims and salvage operations. However, I have always been an academic at heart. I love to teach and I thoroughly enjoy the rigour of academic research that contributes to making the wheels of this industry turn a little smoother," she says.

She's currently in the United Kingdom on a Commonwealth scholarship towards her doctorate in maritime law at the University of Southampton, relishing in the opportunity to present her research at various conferences, gaining her a reputation as one of the emerging future leaders in the field internationally.

Naidoo is on course to become the first female and the first non-white professor of shipping law in South Africa, and will soon return to her lecturing position in Cape Town.

She says studying for a PhD has helped her to grow both professionally and personally, and the knowledge and the international network she has developed will allow her to create a community of practitioners in Shipping Law that will put South Africa at the forefront of teaching and research in this area - Lesley Stones

Mail & Guardian 200 influential Young South Africans and The High Commission of Canada in South Africa

he High Commission of Canada in South Africa is proud to support Mail & Guardian 200 influential Young South Africans. Canada's international engagement recognizes the key role youth can play in building a positive future. Youth have innovative ideas to address local and global challenges, and we need to ensure they are empowered to turn those ideas into reality.

In Canada in 2016, Prime Minister Justin Trudeau formed a Youth Council to ensure the youth voice is heard at the highest levels. The Prime Minister's Youth Council provides non-partisan advice to the Prime Minister on issues of importance to young Canadians and to Canada as a whole. Almost all government policies and decisions have an impact on young people's lives and youth have the right to influence these decisions, both individually and collectively. Multiple perspectives strengthen decision-making and policy development by encouraging innovation, creativity and change

Youth Summit on May 2-3, 2019 in Ottawa, with 300 young leaders from coast to coast to coast, to launch of Canada's first youth policy, talk about key issues identified by youth, share experiences with service and what it means for young people, and inspire youth to serve their communities. Investing in youth is in Canada's social and economic interest. On South Africa's Youth Day on June 16 this year, President Ramaphosa also emphasized the importance of listening to the voices and aspirations of young people and addressing their needs and their ideas.

Canada's commitment to engaging young people in policy making and decisions, is anchored in Canada's broader commitment to addressing the challenges faced by women and girls, and a priority on gender equality and women's empowerment in Canada and around the world. As part of this commitment, on June 3-6, 2019, Canada hosted the world's largest gathering on gender equality and the health, rights and well-being of women and girls. The Women Deliver 2019 Conference took place in Vancouver, British Columbia and was the largest ever. Women Deliver 2019 had a strong focus on youth engagement because youth are shaping a gender equal future for all. Many South African women leaders and youth attended, including the Executive Director of UN Women, Phumzile Mlambo-

Canada-South Africa relations are anchored in a shared commitment to inclusive economic growth and prosperity, peace and security, and democracy and we collaborate on these shared priorities through many concrete activities. With regard to youth, here in South Africa, the Canadian High Commission is engaging and supporting youth in all sectors of work, from policy engagement to trade to international cooperation and programs. This includes engagement with young entrepreneurs, to support for local organizations working to advance the interests of young people, to programs with a tocus on gender equality that have a positive impact on young women. As one such example, on May 28, 2019, the High Commission of Canada in South Africa co-hosted with Gender Links at Constitution Hill, the launch of the Women's Voice and Leadership Program in South Africa, a program of over 40 million Rands over five years to support women's rights organizations in South Africa. Women Deliver voung South African leader Nsovo Mavimele, a pharmacist, gender and health activist, shared her passion on advocating for the interests of women entrepreneurs in male-dominated industries. Her efforts at a national and international level resulted in her being named as one of the Mail & Guardian 200 influential Young South Africans in 2016. The High Commission of Canada has met many other recipients of the Mail & Guardian 200 influential Young South Africans and looks forward to meeting many more! Congratulations to all of the recipients - you are leading the way and inspiring other young people to follow in your footsteps:











MPHO CHITAPI (27) Partner, ENSafrica

in Mpho Manyala-Chitapi

awyer Mpho Chitapi is the youngest Black female partner at Edward Nathan Sonnenberg's Africa (ENSafrica), Africa's largest law firm.

She specialises in technology, media and telecommunications (TMT) law, and has been involved in some of the country's largest and most complex TMT transactions. She's seen as a thought leader and a sought-after commentator in her field, and also publishes articles and

"Specialising in this niche area allows me to contribute to and build on this developing area of law. I often create vlogs on my social

media pages about new technologies and how these can affect the man on the street," she says.

"This is a fun and engaging way to get people to start thinking about how digitisation affects them. The information age is about the dissemination of information; this can be used to empower and uplift people and teach them about their rights."

Chitapi grew up in Vosloorus and was the first member of her family to complete earning a law degree from the University of

the Witwatersrand in 2013. In the second year of her studies she was recognised as an outstanding candidate by recruiters from ENSafrica, who offered her a full scholarship for the remainder of her degree, on condition that served her articles with the firm.

She has remained with the company, and this year she become a partner in ENSafrica, the youngest black female ever to achieve that.

Chitapi recently submitted her thesis on global data privacy practices for her master of laws degree. She's highly interested in data privacy laws and the need for individuals and organisations alike to protect their personal information.

"Each day brings new advancements which force us to revisit how we apply trite law to novel and unprecedented situations. The advent of the Fourth Industrial Revolution makes this niche area of the law an even more exciting field to practice in, as the world we live in becomes more digitised," she says.

Legislators find it hard to keep up with technological advancements, and people such as herself can pioneer creative solutions to ensure that advancements in technology ultimately conform to what is right, she says.

> Coming from a disadvantaged background also makes her a champion of the empowerment of women, and Black women in particular. "If my journey can inspires someone to reach their full potential, that in itself would have been an achievement for me," she says.—Lesley Stones

MOTHUSI MAJE

Magistrate, John Tgolo Gaetswewe District

🔋 eMothusiMaje

istrict court magistrate Mothusi Maje presides over the courts of both Kuruman and Mothibistad in the John Taolo Gaetsewe district in Kuruman.

He's also involved in a youth development programme in the community, motivating and mentoring the youth and encouraging them to rise to their full potential. He hopes that if youngsters can be guided towards reaching their dreams through education, ambition and good citizenship, he won't come face-to-face with them later in his court room.

"We have a non-profit organisation in Taung called Taung Career Development, and our debut career exhibition was held in 2018," he says. "The aim of the organisation is to develop young people from our community by discussing career opportunities with them and making information available about the careers that they may wish to follow. We also source information on which universities or tertiary institutions may be offering certain careers," Maje says.

"I was honoured to be recruited as a member of the organising committee for our inaugural career exhibition, where I addressed them about the careers available in law and what they need to become law practitioners."

Maje grew up in the village of Veertien in North West province, and while he was still at school he



worked as a volunteer for Vaaltar FM Community Radio Station. He worked with them from 2001 until 2005, when he matriculated and set off for university.

He enrolled at North-West University's Mafikeng Campus, where he studied for an LLB, graduating in 2011. "While at university I volunteered at the Community Law Centre as a student legal assistant," he says. "We held community workshops and shared our legal knowledge with the people who lived in Mahikeng and Ngaka Modiri Molema districts."

Maje also served as a commission scribe when the North West youth commission held its Moral Regeneration Summit in 2008, where he also presented the resolutions of the commission.

From there he joined Legal Aid South Africa in 2011, specialising in civil and criminal litigations, including maintenance cases and family court matters. In February 2012 he joined the National Prosecuting Authority and was appointed as a prosecutor, based in the town of Springbok in the Northern Cape. He was appointed as a magistrate last year, at the age of 29.

- Lesley Stones

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BILAL OSMAN LATIB (30) Legal Counsel, Investec Asset Management Proprietary Limited

@billz_the_mogul

uge investments in Africa is the name of the game for financial lawyer, Bilal Osman Latib who works for the Emerging Africa Infrastructure Fund, where he plays a key role in directing foreign investments into vital infrastructure developments across Africa

The fund, worth \$1-billion, is managed by Investec Asset Management, which uses money from European governments, banks and development finance institutions to support private sector infrastructure projects. As its legal counsel, Latib negotiates funding for some of the most innovative and complex infrastructure projects in Africa, including ports, airports and power projects.

"The exciting part of my role is that I work on investments in a number of countries in Africa and I've experienced firsthand the impact these projects have on people," he says.

One project the fund invested in was a bulk water system in Rwanda that will deliver up to 40-million litres of water a day, growing Kigali's existing water capacity by a third and delivering water to 500 000 people. Another was a hydro power plant in Uganda to generate more affordable electricity.

"To date, the fund I advise on has invested about \$800-million in Africa. With each deal we help to provide access to the infrastructure of these countries, which creates new employment opportunities in addition to granting new and improved access to energy, water, communications or transport," he says.

Born in the small Limpopo town of Tzaneen, Latib graduated from law school at the University



of the Western Cape, and initially worked as an associate at law firm Webber Wentzel, where like any law graduate, he anticipated a career trajectory that would take him into the court room. Some activism and some invitations from key individuals in the investment field, however, enabled him to divert into banking and finance

Now the investments that he advises on tackle some of Africa's most urgent infrastructure development needs. The fund is at the forefront of exciting opportunities that many companies want to be involved in, he says, explaining how it makes sure that local stakeholders are brought on board to ensure long-term sustainability and success.

"I think everyone wants Africa to be a success story and would like to be part of a movement for positive change. Now that I am involved in something that excites me, my plan for the future is to hopefully say I've advised on a deal in every country in Africa, grown my role as the business develops and continued to be part of a unique organisation that is committed to doing responsible investments," he says. - Lesley Stones

LERISHA NAIDU

Partner, Baker McKenzie,

olee.naidu

awyer Lerisha Naidu initially wanted to fight for justice on behalf of non-profit organisations, until she was advised to join the corporate world to improve its social

The advice came from Justice Dikgang Moseneke, who Naidu worked for as a legal researcher when he was the deputy chief justice of the Constitutional Court. He told Naidu that businesses needed a social conscience to drive South Africa's transformation, and Naidu switched her interest to corporate law.

She's now a partner with the global law firm Baker McKenzie, and based in its competition and antitrust practice in Johannesburg. From that platform she works to ensure that companies apply their social consciences and contribute to the country's transformation.

"As a lawyer in a democratic dispensation that is comparatively young, I engage in cases that are pioneering and precedent-setting. This is particularly the case as a competition lawyer, where the layers of jurisprudence are still incrementally forming," she says. Competition law is at the forefront of national transformation as it is core to the health of the economy and to everyday consumers, whose socioeconomic rights are of paramount importance in a deeply unequal society, she says.

Yet, she still gets to help non-profit organisations, working pro bono as a small claims commissioner for organisations including Johannesburg Pride, Corruption Watch and refugee organisations.

Furthermore, Naidu heads her company's



recently invited to participate in Baker McKenzie's global leaders investing for tomorrow programme for high performing women partners.

Naidu was named a next generation lawyer in the Legal 500 Europe, Middle East and Africa Guide 2017, and listed as up and coming in competition law in the Chambers Global Guide

She also supports school career guidance projects to help inspire students interested in a career in law.

She aims to continue building her profile as a world-class competition lawyer, listed on the local and global rankings. "My aim is also to build a team of world-class lawyers that feel empowered to build their own teams and to lead in terms of the true meaning of the word. I plan to contribute by raising my voice on the topic of diversity and inclusion," she says.

-Lesley Stones

EVESHNIE REDDY

Law Lecturer, University of South Africa

Eveshnie Reddy

he risks cybercrime pose to individuals, corporations, government and entire countries completely fascinates academic Eveshnie Reddy.

Economically harmful cybercrime and the criminogenic risks of cryptocurrencies are her speciality as a lecturer in the School of Criminal Justice, College of Law at the University of South Africa (Unisa).

Born and educated in KwaZulu-Natal, Reddy was appointed as director of research for the Association of Certified Compliance Professionals in Africa (ACCPA), where she led the annual research projects. A fierce orator on the do's and don'ts of crypocurrency, she's spoken about its risks at conferences in Kenya, Greece and the United States

But Reddy is not a one track mind: She's also a member of Unisa's Women in Research project, which focuses on the role of women in criminal justice, and women who are involved with the Lekgotla La Batho project which looks at how customary law can be used in lieu of conventional judiciary processes.

Furthermore, she is currently pursuing doctoral studies in mercantile law with a thesis on the regulation of cryptocurrencies, as she believes technology has a great potential to assist the unbanked if it is supported by a bespoke financial regulatory framework.

She particularly enjoys the interdisciplinary aspect of research as it enables her to think across boundaries to devise innovative yet practical solutions to the issues she investigates.



"My current research areas - cybercrime, internet surveillance technologies and the regulation of crypto assets - requires me to delve into computer science, economics, law and criminology. Every research project is a new learning adventure," she says.

The best way to safeguard against cybercrime, she explains, is to know what you're getting into, yet people still reveal personal information too easily. It has become the norm for millions of people to share personal pictures and information on social media. This is extremely dangerous because hackers can use that information to locate individuals, which means that cybercrime has the potential to precipitate physical crimes such as human trafficking she warns.

Reddy has certainly chosen a field where she will never be able to declare that she knows everything there is to know, because cyber criminals are constantly evolving, giving her career built-in longevity.

"Beware of online investors who promise high returns of crypto assets over a relatively short period of time - these are actually Ponzi schemes and are on the rise in South Africa," she adds.

- Lesley Stones

DAKALO SINGO (33)

Director, Werksmans Altorneys magine a career trajectory in which you can

really reach out and help people in a way that will properly impact their well-being. This is the actualised dream of 33-year-old human rights and social justice lawyer Dakalo Singo.

"I find fulfilment in making the law work for people - especially vulnerable and disenfranchised members of society - thereby ensuring social justice," says this director at Werksmans Attorneys, where he specialises in pro bono legal advice and assistance. "There is a special kind of satisfaction that comes with knowing that your work has positively affected someone's life in some small but important way."

A graduate of University of the Witwatersrand, Singo also enjoys the work because it's intellectually fulfilling and engaging.

"Because the law is a continually evolving creature I learn new things every day and continue to be mentally stimulated by it, and how it works," he says.

"The law plays a role in every person's life, whether they choose to believe it or not. This is a big part of what attracted me to the legal profession. The thought of being involved in a profession that directly impacts people's lives was too exciting a prospect to pass up. I like to believe that my small contribution to the legal profession has positively affected the lives of the clients that I have represented over the years," he adds, referring to his roots in the small town of Makhado in Limpopo.

His fields of expertise include public interest and human rights litigation, dispute resolution, civil litigation and labour and employment law. He also advises on matters related to constitutional law and social justice.

Singo has represented human rights and social justice organisations, such as Amnesty International, the South African Human



Rights Commission and the Council for the Advancement of the South African Constitution.

His fondest career highlight so far, was his opportunity to represent asylum seekers in impact litigation against the Minister of Labour. This representation challenged the constitutionality of aspects of the legislative framework of the Unemployment Insurance Fund that excluded asylum seekers from claiming benefits, despite having paid contributions to the UIF.

Academically, Singo occasionally lectures at the University of the Witwatersrand, and his most recent publication includes a chapter on drafting pleadings, notices and applications in the vital legal textbook Clinical Law in South Africa. This book is prescribed reading for various law faculties all over the country. Furthermore, Sango is a contributing author to Law Clinics and the Clinical Law Movement in South Africa, which was published by Juta in 2016.

He envisions doing more of the same in the future, by contributing to the greater social justice project and continuing to make the law work for the people. - Lesley Stones

EXCHANGING THE CAMERA FOR A GAVEL



While law and entertainment may have very little in common, Vusiwe Ngcobo has made a success of herself in both fields.

Perhaps it is her single-minded determination to succeed at whatever she does that has seen Vusiwe Ngcobo so seamlessly transition between two very diverse career paths.

Already a successful TV presenter, she decided to expand her horizons and venture into law. Having completed an LLB degree at the University of Johannesburg, Ngcobo joined top law firm Cliffe Dekker Hofmeyr as a Candidate Attorney in 2013.

She was appointed as an Associate in the law firm's Dispute Resolution practice in 2015 and, thereafter, moved to the Finance & Banking practice in 2017.

She continue to blazes a path to success in the legal world for herself and other women.

However, building a successful career in law was not her first dream, having chosen to make a name for herself in entertainment from an early age.

"I come from a family of entertainers; both my parents are musicians. So, naturally for me entertainment has always been a part of my life. When I was eight years old my siblings and I started a band called Amaponi (which means ponies). We found this name appropriate because my dad's stage name is Ihhashi Elimhlophe (which means White Horse)," Ngcobo explains.

Amaponi went on to release five albums, the reception of which was amazing throughout the country, the continent, Europe and Asia.

"After a couple of years in the music industry I wanted to explore and see what else the world of entertainment had to offer and that's when I decided that I wanted to attempt TV presenting," she says.

"My first TV job was on a kids' TV show called YOTV, which I joined when I was in high school and since then I have transitioned to different types of TV shows on the different SABC TV channels. I have even tried acting and played roles in two local short films."

While forging a successful legal career with Cliffe Dekker Hofmeyr, Ngcobo has not turned her back on entertainment. She still works as a sports presenter for both SABC Sport, after joining the broadcaster in 2010 and the SABC News Channel on The Full View and Sports Live. Ngcobo admits that the two careers are

"There aren't may comparisons between the two, other than the fact that for me everything I do I want to excel in – whether it's being in front of a camera, analysing a football match, or being in a boardroom negotiating a transaction. Both careers require discipline and respect for the craft," she says.

Ngcobo explains that she initially planned to study drama, but decided to choose law instead. After applying to the University of Johannesburg to study a Bachelor's of Art in Dramatic Art, she decided against it, as she already had extensive experience in entertainment.

However, wanting to be in a position to protect herself and her career in terms of deals and contracts, Ngcobo decided to study law and enrolled for a four-year LLB degree in 2009 and has worked at Cliffe Dekker Hofmeyr ever since.

Another important factor in her decision to study law fulltime was the realisation that she would need job security after her career in entertainment was over and that she would need to have options to fall back on.

With a shortage of female finance and banking lawyers in South Africa, Ngcobo wants to use her expertise to become successful in business and says she ultimately wants help people excel and realise their dreams.











MBALI MOTSOENENG (26)

Manager: Policy and Planning, Private Office of Executive Mayor, City of Johannesburg



🔋 @Mbali_bloom

specialist in policy formulation and planning, Mbali Motsoeneng hopes to change South Africa by reimagining policy in the public sector. She holds a Master's of Management with specialisation in Public and Development Management at the Wits School of Governance, and is the manager of policy and planning in the office of the executive mayor of Johannesburg.

In the city, she focuses on governance, public safety, public health, fast-tracking key service delivery projects, and setting political directives on the city's overall policies and strategies. Motsoeneng remarks: "We are still not in a time where our political discourse is effectively addressing socioeconomic issues facing the youth; if we not fighting for the voiceless or

underprivileged, then we are not serious about developing our country. So, educate people, and they will be more likely to challenge systems, structures and policies that disadvantage them."

Motsoeneng is the national deputy chairperson of the DA Youth. She says: "The youth of the DA are offering a challenging voice, centered on issues of government accountability and transitioning campaigns, and offerings that are realistic and solutions orientated."

Outside of politics and government, Motsoeneng was selected as a Global Shaper in 2018. She also is the vice chairperson of the alcohol harm reduction project in Alexandra, which addresses alcoholism in the informal settlement.





Luyolo Mphithi, Member of Parliament, 200 Young Alumni



TEBOGO THOTELA (28)

Deputy Director Parliamentary and Governance Officer, Gauteng Department of Health



ePrezSankara

assionate about education, health and law, Tebogo Thotela has identified these three areas as key catalysts for transformation in Africa and made it his personal mission to push them forward.

Currently the youngest parliamentary and governance liaison officer in the Gauteng government, Thotela sits in the executive authorities office, ensuring that he supports the execution of the MEC's duty in improving the public health system. On the most practical level, he's responsible for ensuring compliance in the office of the MEC with statutory governance structures: more than 34 hospital boards, 370 clinic committees, five district mental health review boards, and labour and hospital licensing appeals.

Asked about the ultimate purpose of

the work he does, Thotela responds: "The mantra by which I live my life, and why I choose to work as a public servant, is, 'We may not be able to solve all the world's problems, but we will certainly die having

He's served on a presidential task team to address the issue of student funding, from 2016 till December 2018, and on the management committee of the South Africa Student Solidarity Foundation for Education, an organisation addressing the structural challenges in higher education. He was elected in 2012 and re-elected in 2013 till March of 2016 to serve as the deputy president of the National SRC, South African Union of Students (SAUS), working to address challenges faced in the higher

education sector. As deputy president of SAUS, he was part of a team required to find solutions and mediate between students, vice chancellors and government during 2015's Fees Must Fall protests.

Outside of his professional role, Thotela has worked with numerous initiatives to serve the needs of South African youth. He served as a subcommittee member of the higher education SA Aids Radio Station initiative; created an educational campus radio programme on the topic of HIV, and with a group of like-minded students facilitated the creation of education nongovernmental organisation Shine in the Dark to deal with issues of access, success and redress in higher education.

- Cayleigh Bright

AKANKSHA MALIK-NAIR(35)

Acting Director of Tourism: Western Cape Economic Developement



@AakankshaMN

ou might think that Cape Town is an automatic magnet for local and international tourists, but making sure that tourism actually creates work and positively contributes to the economy is a job in itself. Akanksha Malik-Nair has that task as Acting Director of Tourism with the Western Cape's Department of Economic Development and Tourism.

She's responsible for developing and implementing the provincial strategy around destination management for the Western Cape, including creating opportunities for the unemployed to be upskilled so they can find work, people development and engage with stakeholders.

One of her first roles in the department was to develop, lead and execute a high priority and multifaceted strategy to combat crime against tourists and ensure their

Tourism wasn't initially her field, as Malik-Nair first trained in financial services and

worked for leading companies including Old Mutual and Sanlam. During those years she was frequently recognised as a future leader and selected for management development and leadership courses.

Then came the career switch. "I had an illustrious career in asset management, but the negative political climate surrounding South Africa and the high emigration rate, propelled me to leave my corporate career and join the government as a civil servant to make an impact at grass root levels," she

She started university when she was only 16, and holds a degree in statistics and mathematics, but she also won a beauty pageant that gave her the chance to represent South Africa internationally. Promoting the country to the world has now become her career.

Malik-Nair is passionate about empowerment of minorities and is a thought leader on issues that she cares about, including women's empowerment, opposing inequality and injustice and standing up for the voiceless.

"I am an Afro-optimist who has an unyielding conviction of a bright South African future. I firmly believe that if someone with my aptitude, skills and education does not stand up and be the voice of the destitute, then who will?" she says.

She also believes in lifelong learning, and spends time and effort on her personal development and fine tuning her professional leadership skills. She aspires to become a leader on a global stage helping businesses and organisations grow internationally.

- Lesley Stones







he ins and outs, rights and

wrongs of corporate governance, have for a long held the

passionate interest of 28-year-

old policy developer Chuma Fani,

a board member for the Western Cape gambling

and racing board and chairperson of the Western

Cape cultural commission. She plays an important role in helping to ensure good governance



CHUMA **FANI(28)**

Chairperson, Western Cape **Cultural Commission**



@ChumaFani_

and sound decision-making in these institutions.

Here her responsibilities include the development of capacity-building workshops, adjudication over industry matters, consideration of policy development issues and developing arts and culture in the

Also a member of the Institute of Directors, she has completed courses in board effectiveness and corporate governance.

"Hailing from a rural town in Mthatha gave me a better perspective as to what we were doing wrong as a country," this graduate from the University of the Western Cape explains.

"In the past, South Africa resorted to bringing in consultants to draft policies in relative isolation, which our government took on board to implement without any real critical interrogation."

Keen to ensure that policymakers properly consider all the data and evidence before they formulate

"My passion lies beyond just developing and implementing policy – it entails improving governance, reforming public institutions and extending consultation to all involved stakeholders in policy making to help shape a better governance system and build a better economy."

Her work helps to address pertinent issues such as what constitutes acceptable behaviour by organisations and the government. She also helps to develop and implement policies to attract foreign investors and provide an enabling environment for domestic manufacturing.

In 2018 the inter-ministerial committee elected Fani as one of the 100 Women of Fortitude campaign ambassadors.

"Since my election as an ambassador, I have worked to bring light to a number of issues, including policy development and building capacity for other young women in the government sector. My goal is for the next generation of leaders to follow my pattern and apply ethics in all that they do," she says.

In the future, Fani dreams of working for the African Union, so that she can use her skills to promote pan-African growth and economic development by championing citizen inclusion and increased co-operation of African countries.

She's also an aspiring businesswoman, and co-owns media company Dominoe Pictures which she founded in order to harness the talents of young people to solve the problems that the world faces.



MICHAEL NASSEN SMITH (30)

Deputy Director, Institute for African Alternatives



emike1001nsmith



elping African countries to broaden their economies beyond being dependent on commodities is the focus of 30-year-old Michael Nassen Smith's research. He sees a profound need to heal and resolve the deep inequities in South Africa that remain across economic, political and cultural spheres.

As the deputy director of the Institute for African Alternatives (IFAA), his research involves shaping minerals policies for South Africa that are more socially just, and helping the continent work towards social and racial equality

"Recent years have exposed the fragility of our political system and the inadequacy of our current economic model to tend to redistributive needs, and we have seen an alarming rise in narrow racial nationalisms," he

"I'm committed to advancing social justice, and through my writing I aim to advance values of non-racialism and humanism, economic equality and democracy."

His work at the institute has seen him develop educational material for the democratisation of economics knowledge, to empower those most affected by economic inequality and injustice. He has written for various journals, policy research papers, newspapers and magazines on subjects including inequality, race and racism, the state of left-wing politics in South Africa and decolonisation and curriculum reform at universities. He also serves on the editorial team of the IFAA's flagship publication New Agenda: South African Journal of Social and Economic Policy.

This year, Smith edited Confronting Inequality: The South African Crisis, (Jacana, 2019) which contains essays by former Public Protector Thuli Madonsela, former President Kgalema Motlantle and other prominent

He holds a masters degree in Politics, Philosophy and Economics from the University of Cape Town, where he has also taught.

In addition, Smith has founded a forum for students and young activists to discuss pertinent social issues and social theory, to promote communal thinking at a time and in a culture in which such spaces are scarce.

In the future, he hopes to contribute towards a movement for institutional and curriculum reform for universities in South Africa and beyond, to better align the knowledge being produced with the changing needs of society.

Cricket and music are Smith's other passions: he plays and coaches for Green Point Cricket Club, and is a violinist and singer who accompanies local artists and performers in Cape Town.

- Lesley Stones

MOKGOBI RAMUSHU (32)

Director of Civil and Structural Engineering, National Department of **Public Works**



🔋 eMokgobiR

aking sure that all civil and structural engineering services provided by the government nationwide meet acceptable standards and provide value for money

is a huge responsibility. That's the job of Mokgobi Ramushu, the director of civil and structural engineering services in the construction project management division of the National Department of Public Works.

Ramushu grew up in rural Limpopo, and studied civil engineering because he loved the sciences and wanted a career that would directly improve the lives of people around him.

He began as a design and research engineer with the South African Nuclear Energy Corporation. Then he joined Sasol Synfuels as a plant support engineer and later became an engineering discipline lead.

In 2016 he joined the office of the auditorgeneral as a manager responsible for technical audits throughout the government.

A big motivator for his switch to the public sector was his desire to demographically transform the sector by training and mentoring young Black professionals, and to attract the appropriate skills to improve the technical capacity in government departments. It's an enormous task, he says, but he's determined to

Because skills development for young people is close to his heart, Ramushu is a registered mentor with the Engineering Council of South Africa.

He's also a course moderator in structures and concrete at Tshwane University of Technology.

He loves how engineering can tangibly impact and improve the lives of ordinary people and is passionate about helping to open up the system to those from previously disadvantaged backgrounds such as his own.

"My main goal is to transform the engineering profession within the public sector, especially at the national sphere of government, by establishing a strong and competent engineering discipline that represents the demographics of our country," he says.

Since joining the department he's worked hard to raise awareness about the interesting engineering work it does to attract suitably qualified young black professionals into the public sector.



"My ultimate goal would be to leave behind a sustainable, more representative and competitive engineering profession in the public sector that is synonymous with the principle of high performance to ensure effective, efficient and quality service delivery to our people," he says.

"It remains my wish for the public sector to reclaim its rightful position in the broader engineering profession in the country. It is a mammoth task but one that I am ready to tackle."

- Lesley Stones







BAFANA NHLAPO (30)

Senior Human Resourses Business Partner, Absa

@Bafana_Nhlapo



hirty-year-old activist and politician Bafana Nhlapo, who today is a senior human resources business partner at Absa, was raised by a single mother in a poor family in the township of Orange Farm. "I have personal experience of the effects of poverty and its brutality," he says. "My view is that we have a generational responsibility to end poverty, eliminate racialised inequality, overcome patriarchy and conquer all forms of classism. I want to be part of creating a much better South Africa and Africa.'

As a student at the University of the Witwatersrand, he was the founding president of the humanitarian fund formed in 2010 by the university's Student Representative Council. It was created to pay university fees for impoverished students who couldn't afford their tuition. It's still operating and has covered fees worth millions of rands.

But Nhlapo distinguished himself as a student leader on many level: he was also Gauteng treasurer for the Provincial Executive of the South African Students Congress.

Today at Absa, his full-time job is to provide business advice and insight relating to human capital and to help organisations transform to become better corporate citizens, alive to the realities of the country and the continent.

"My role ensures that business leadership makes sound decisions based on behavioural and organisational science, and helps create an environment conducive for people to develop and for their careers to flourish," he says.

Nhlapo also serves as the founding chairperson of Black Orange Kairos, a nonprofit organisation that responds to immediate challenges caused by poverty and unforeseen tragedies. Its work includes giving school uniforms and material to pupils and responding to disasters such as shack fires.

"We have reached over 1 000 people through this kind of work," Nhlapo says, explaining that the specific goals of Black Orange Kairos are to contribute to changing the economic situation so that Black people own the production of what they consume and benefit from the wealth of the

Nhlapo, who has a masters in organizational psychology, is passionate about wanting to see the elimination of historical student debt for the multitudes who dropped out because of their inability to pay their fees.

"They are either unemployed or in jobs that do not use their full potential. The successes of #FeesMustFall did not touch this group of people," he says.

An active member of the ANC, Nhlapo enjoys provoking public discourse on matters of national importance by writing opinion pieces for publications including City Press and Eyewitness News, primarily on issues involving the youth, gender equality and poverty.

LESTON MOTSEPE

Senior Communications and Brand Manager, City of Ekurhuleni



@Leston_Paul

ersuading people that the municipality of Ekurhuleni, east of Johannesburg is an attractive place in which to live, work and invest is the job of 34-year-old Leston Motsepe, a senior communications and brand management officer for the City of Ekurhuleni.

Much of his work revolves around building better communities for its existing citizens, by giving people access to information and access to a city that delivers services efficiently and adds dignity to their living conditions.

Motsepe is a strong believer that public servants are there to serve, and can only bring about transformative change through their efficient services to others.

He was born in the small town of Heilbron in the Free State and finished high school in Boksburg, east of Johannesburg. His desire to improve the community stems from his experience of growing up in suburbs impoverished by crime, high unemployment and a lack of economic opportunities. As a result, he's passionate about supporting affordable housing development projects to offer dignified living spaces to low income families. He's also committed to developing programmes for young entrepreneurs and academics to help them brainstorm their ideas and give them access to information and tools to put them into action.

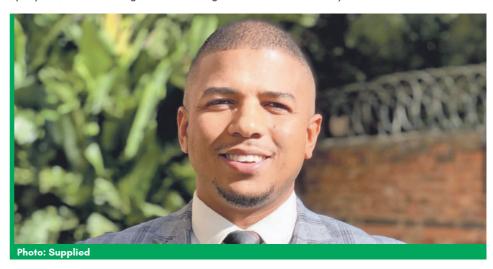
He's the youngest amongst his working peers by 10 years, and he's driving efforts to use digital

technology to enhance the work of the council and its officers. Digital channels are becoming increasingly prevalent in how communities and public officials engage, and allow more active public participation and cooperation. Online communications also allow real time responses to challenges in the city, allowing public servants to reach their citizens faster and more efficiently.

Motsepe finds the work both challenging and exciting, and he's a huge believer in self-discovery by absorbing the wisdom and knowledge shared by those who have travelled the road before him. He holds a national diploma in communications and marketing and is currently completing a degree in international relations, politics and psychology at the University of the Witwatersrand.

In 2017, he was invited to join the inaugural Apolitical Academy fellowship programme started by former Democratic Alliance parliamentary leader and Harvard graduate Lindiwe Mazibuko. This is a non-partisan leadership programme designed to develop the next generation of young leaders to occupy public office or political structures.

He's also a part-time preacher, social activist and speaker at churches and conferences, and was a guest speaker at the International Global Young People's Convocation 2018, a church conference attended by delegates from over 40 countries. - Lesley Stones



NOKUBONGWA MDLALOSE (30) Head of Strategic Planning Department of Public Enterprises o ebongwam aking sure that the government delivers on its promises is part of the job description for 30-year-old Nokubongwa (Bongwa) Mdlalose, the head of strate-

gic planning, monitoring and evaluation in the Department of Public Enterprises, where her role includes planning the department's yearly and five-year strategic initiatives, and monitoring

those plans on a quarterly and annual basis. "I am passionate

about this because it involves the roll-out of the promises that the government makes to citizenry. I feel like

an active participant in making sure that the government delivers on its mandate," says this University of the Witwatersrand sociology graduate.

"There is nothing as great as knowing that my everyday task involves serving the country at large."

Mdlalose, who was raised in Vryheid, a small coal-mining town in KwaZulu-Natal, describes herself as an activist, a mother and a feminist who is passionate about the

Her career started in the trade unions, working as a researcher in Cosatu's research institute. Since then she has held several positions in the public sector, both nationally and provincially, including a stint as spokesperson for the Limpopo treasury. She has also served as a director in the Gauteng Department of Agriculture and Rural Development, where she was responsible for strategic planning, monitoring and evaluation.

Later she was appointed head of office for the former deputy minister of public enterprise.

Mdlalose aims to grow in the public sector but to divert into an agency where the work will be more sector-specific. She also wants to pursue her studies further: building on her existing honours degree in industrial sociology and her postgraduate diploma in management from Wits. She is currently busy with her masters degree in management, focusing on conditional

"I would also like to coordinate a series of essays in a book that tells the lived experience of women across all sectors, classes and backgrounds in South Africa to draw parallels on the possible familiar experiences of patriarchy and sexism," she

- Lesley Stones.







THANDO MTHIMKULU (27)

Junior Researcher, South African Cities Network



@Nolu_Mthimz

wenty-seven-year-old transport practitioner for South African Cities Network (SACN) Noluthando (Thando) Mthimkulu was aware of the disparity in spatial planning, one of apartheid's cruel legacies, from early childhood. As she grew to adulthood, she remained determined to address it.

She lived in Soweto but attended primary school in Craighall. Each day she had to wake up at 4am in order to get to school on time. By the time she arrived at school, her classmates who lived in Craighall were only then waking up.

Because the rest of her family also started their days in the dark in order to get to work in other parts of the city, she never questioned this, but even as a little girl, she knew that something was wrong with this situation.

"I remember my uncle coming to fetch me at school one time. We had to stay behind after school for some sports programme. I remember him walking so fast and struggling to catch up

with him," she says.

Mthimkulu's uncle was rushing because they had to catch a taxi at Bree taxi rank in downtown Johannesburg. He was anxious that they would miss the last taxi home and be stranded in the city for the night.

"This hustling for modes of transport has never seemed fair to me," she says. "What makes this even sadder is this is a reality faced by the majority of South Africans living in South African

To try and solve this problem that is one of the inheritances of apartheid, Mthimkulu studied urban and regional planning at the University of the Witwatersrand, completing her honours in

"Many people in this white male dominated industry are so far removed from the problems that ordinary Black people face with regards to public transport," she says. "They have all the right intentions, but because they use their own cars to



commute, many of their ideas fail."

It's not easy to be a Black woman in this field. But, she says: "I'm persistent and keep showing up, even when my voice is not heard. You have to be persistent about speaking about your lived experiences and those of the people close to

Mthimkulu works in the SACN's building environment integration programme and is currently reading towards her master's degree in transportation studies at the University of Cape Town. She intends to pursue a PhD and hopes to do further research into the politics of public transport and the transportation needs of South Africans from all walks of life. She believes that people should not lose out on different aspects of life because they have to spend so much time commuting. - Itumeleng Molefe

s the acting director of the railway safety regulations at the department of transport, Rhulani Shivambu is responsible for overseeing and regulating railway safety in the country through the Railway Safety Regulator (RSR). Most railway accidents can be attributed to human error with fatigue, lack of technical skills and inadequate training as common root causes says Shivambu, who acknowledges that the current legislation is silent on this aspect.

One of the key issues of the new Railway Safety Act that he is responsible for implementing is regulating the licensing and training of "Safety Critical Grade" employees such as train drivers and train control officers, who are critical for the safe movement of trains. His role also includes advising the minister of transport on railway safety matters, developing a railway safety regulatory framework and strategies to ensure a safer railway environment.

Shivambu started his professional career at the Limpopo department of transport as an administrator responsible for issuing operating licenses and permits for the public transport operators in the province. There, he played a pivotal role during the initial stage of the revitalisation of the taxi industry through the government's Taxi

RHULANI SHIVAMBU (32)

Acting Director of Railway Safety Regulations, Department of Transport



eShivambula

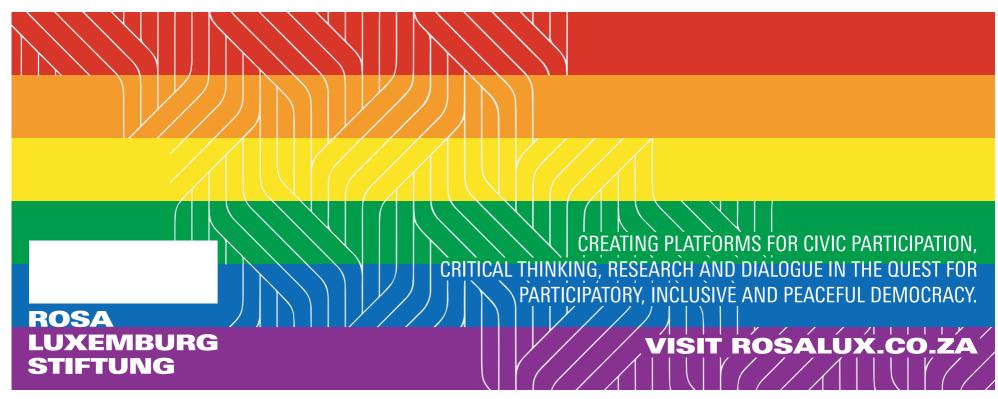


Recapitalisation Programme.

A mover and shaker on track to head up the country's railway system, Shivambu then joined the RSR as an administrator responsible for the development of technical railway safety standards and regulations for the country's railway industry. At the RSR, he also played a leading role in the development of Dangerous Goods Handbook for the SADC countries. At 25, he joined Transnet Engineering as a regional manager responsible for railway safety when the organisation was undergoing massive infrastructure investments.

His career highlights include being nominated to represent the South African government at the United Nations as an expert on the transportation of dangerous goods in a committee in Switzerland, presenting the South African National Railway Safety Strategy during the 26th International Railway Safety Conference in 2016. It was hosted in Paris, and he contributed papers on the development of national railway safety standards.

Having grown up in a previously disadvantaged community with no access to basic amenities and services, he notes that this experience pushed him to succeed against all odds. "It is one of my goals to go down in the annals of South African railway history as one of the black professionals in a largely white-dominated industry who contributed significantly to the improvement of railway safety in the country," he says. -Welcome Lishivha









DR PHUMLANI MSOMI (30)

Chemistry lecturer, University of Johannesburg



@PFMsomi

r Phumlani Msomi hails from Lamontville, KwaZulu-Natal, where he completed all of his basic schooling. He went on to complete a National Diploma in Analytical Chemistry from the University of Johannesburg (UJ) before moving on the Tshwane University of Technology to obtain his BTech. He went back to UJ to then complete both a master's and PhD in chemistry. He has spent time at different organisations such as Columbus Steal, the Council for Scientific and Industrial Research and Rand Water.

Msomi is a young and vibrant lecturer in chemistry at UJ. He enjoys teaching and believes that "education is the foundation for future growth and development". He prepares his students for the real world by helping them to be independent thinkers and responsible South African citizens. He is excited about being able to work with and teach students from diverse South African backgrounds. Msomi's research is focused on the development of membrane fuel cells that can produce energy with alcohol. Energy is an important issue in South Africa as we look for solutions to stabilise our energy sources and move towards cleaner forms of energy generation and storage.

In his drive for excellence, Msomi keeps two principles: "to be consistent, and to be committed", in all that he does. He was able to finish his PhD in record time while also being a full-time lecturer at UJ. He is the youngest researcher in his faculty and he has already published research papers. Now he is working to build his international research profile, forming research collaborations across borders to make an impact.

Msomi gives back to the community by working with some of his colleagues and university students to teach chemistry to high school learners in townships. He looks to extend the experiences of Gauteng learners by exposing them to science, judging the science expo and talking about science careers. He has met students who are now at university, who say he was a great inspiration when they were still high school learners.

Msomi would like to become a professor and hone his entrepreneurial skills by growing a company that focuses on better use of water. More is still to come from Msomi — he is one of our shining young stars.



Dr Vukosi Marivate, Senior Lecturer & ABSA Chair of Data Science, University of Pretoria, 200 Young Alumni

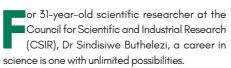


DR SINDISIWE BUTHELEZI (31)

Scientific Researcher, Council for Scientific and Industrial Research



Sindisiwe Buthelezi



"It gives one the opportunity to make a contribution that may result in improving people's lives," she says. "The world is facing a significant challenge in health with an enormous amount of people suffering from various diseases such as cancer, HIV/Aids, malaria, etcetera."

She is currently involved in research that focuses on identifying drug targets relevant to the South African population. Her work will ensure that people receive safe and effective treatments and ultimately help improve their quality of life. This work will also eventually contribute to the development of the pharmaceutical industry and economy in South Africa.

Buthelezi's career in biochemistry started when her older brother asked her what her favourite subject was. She had just finished matric and was not sure what she wanted to do. Her brother went to an internet café and did some research on careers in that field. Buthelezi, who was born and raised in the small town of Emondlo, in KwaZulu-Natal, settled on microbiology and secured a place to study at the University of KwaZulu-Natal where, through a chance encounter, the dean encouraged her to take up biochemistry as her

"In my first year, I became more and more fascinated by the functioning of the human body," she says. "We had a fascinating lecture on fat metabolism and this allowed me to relate the subject matter to real life examples. This further fuelled my interest in understanding how the

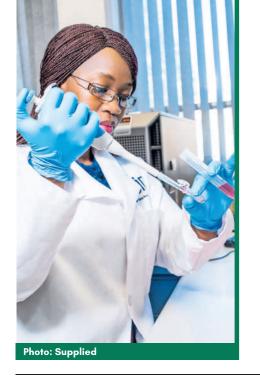
internal functioning of the body can lead to catastrophic changes that manifest themselves as diseases such as diabetes."

Buthelezi went on to complete an honours degree at the University of the Witwatersrand and a master's degree at the University of Cape Town. For her PhD, she investigated ways to increase the stability of antirabies drugs to address cold-chain challenges faced by developing countries. Her PhD resulted in the publication of five articles in internationally

Buthelezi currently works as a researcher in biochemistry and molecular biology at the CSIR. Her research group provides analytical services on the mass spectrometer that allow her to collaborate with various researchers who are interested in finding new drug targets for diseases such as cancer, HIV/Aids and rabies for human

peer reviewed journals.

Buthelezi believes that having a child enabled her to keep focused: "The work that I do is not only about science but also securing a better future for us." - Itumeleng Molefe.







n reflecting on what led her to embark on a career in the science, technology, engineering and maths (Stem) fields, associate professor Philiswa Nomngongo credits her school teacher who had a BSc qualification. This was the first person with a BSc that she had ever met, and she was intrigued at what it was and what possibilities it came with, particularly because most teachers at the time had bachelor of education degrees. She started off life in a small town in the Eastern Cape called Flagstaff, but today, Nomngongo is one of the young Black female leading researchers in the field of science and technology at the University of Johannesburg (UJ) with a specialisation in the fields of analytical and environmental chemistry, nanotechnology and medical

geology.

She is a recipient of many awards including the most promising researcher of the year at UJ, L'Oréal-Unesco's women in science award and an award from the Organization for Women in Science for the Developing World.

Nomngongo remembers being drawn specifically to the field of analytical chemistry because it gives her free rein to flex her creative muscles as she can explore the chemical and quality composition of anything - from food to the particles used in children's toys and break all of it down to its natural parts.

Her work also allows her to be intentional about developing young scientists and empowering young Black females from disadvantaged backgrounds through teaching and learning. This includes community projects for rural formally disadvantaged schools by providing teaching, training and participation in national science expo to promote Stem careers.

Nomngongo understands that for young scientists to flourish, they need an environment that is open and accessible, and is committed to helping them succeed.

She tries to do this for the students she supervises: "It's important for supervisors to take the time to understand the students they are working with or training, so that you do not make

This understanding allows them not to be scared and to do the work in a respectful, friendly and comfortable environment," she says. - Nomonde Ndwalaza









DR AURELIA ALVINA WILLIAMS (35)

Senior Lecturer, Biochemistry, North West University

in Aurelia Williams (Ph.D. Biochemistry)

hirty-five-year-old biochemist, lecturer and senior academic Dr Aurelia Alvina Williams has always loved learning, so much so that when she was a child, the idea of missing a day of school - for whatever reason - would bring her to tears. One of the pivotal moments that led to her forging a career in the science, technology, engineering and maths stream happened in the classroom.

"I remember my biology teacher reflecting with a sense of longing during one of our lessons that he wished he could have studied biochemistry ... and I was curious about what it was because I had never come across that word before ... so I went home and did some research." And the rest is biochemistry history.

Born and raised in the town of Nigel, in the East Rand, Williams spent her undergraduate years up to masters level at the University of Johannesburg. After completing her PhD at the university of Pretoria, she went to the University of California, San Francisco to do her postdoctoral studies; it was an experience that energised her to bring back all her learning and help South Africa grow.

"The exposure I received in the United States made me realise that South Africa is on par with the world when it comes to our research; what we could be doing better is to coordinate and archive that research so that it can be more accessible and synchronised."

Williams' core research interest is in a field called metabolomics, which explores how different stimuli work to change the metabolism of the host through exploring data and statistics. Because South Africa has such a high HIV/Aids,her research is pivotal to how the disease will be managed for years to come.

Today, she is a senior biochemistry lecturer

at North West University and is also involved in the training and mentorship of postgraduate students at the university. She is also the deputy secretary of Metabolomics South

Williams is also incredibly passionate about developing young girls to their fullest potential, and her involvement with the DreamGirls Academy, a sisterhood organisation of empowered women driven to empower teen girls and young women allows her to do exactly

"It's important that I tell the young women and girls about my journey so that they can know that if they set their minds at working hard and overcoming whatever challenges are in their way they can make it too. It's important that they see themselves in me because I see myself in them."

- Nomonde Ndwalaza

DR. CHARLETTE TILOKE (29)

Scientific writer, University of KwaZulu-Natal - Nelson Mandela School of Medicine, Department of Obstetrics and Gynaecology



ocharlette.tiloke

lways known for her passionate goal-setting priorities, 29-year-old scientific writer Charlette Tiloke, who works for the department of obstetrics and gynaecology at the Nelson Mandela School of Medicine in the University of KwaZulu-Natal, is living her dream life.

Her commitment lies in research innovation and cost-effective alternative therapies for people without access to therapy for a better

Growing up in the small town of Chatsworth in Durban, she was always able to achieve balance in her life and to this day, despite the demands of a significant academic career,

she always makes time for sport.

She completed a BSc in biomedical science and an honours degree in medical chemistry at the University of KwaZulu-Natal (UKZN). Her masters project, focusing on South Africa's medicinal plants and their synthesised nanoparticles was upgraded to a PhD in Medical Biochemistry, at the same university. Her high academic results and impeccable research acumen won her scholarship support from the National Research Foundation.

In 2017 Tiloke was one of two candidates from Sub-Saharan Africa to be awarded the L'Oréal-Unesco regional fellowship for women in science, supporting her postdoctoral

She believes in cost effective therapies because currently the cost implications of chemo- and radiotherapy, HIV/Aids and tuberculosis therapies for the majority of the South African population is prohibitive. This, in her opinion, makes the development of cheaper alternatives such as plant-derived therapeutics, which have less side effects, more urgent.

Tiloke has published 16 research articles in accredited journals and two chapters in books, during her brief academic career, so far. Over the years, she has been actively involved in the cosupervision of honours, masters and PhD dissertations in the department of medical biochemistry at UKZN and has mentored several other master's research projects.

An ardent netball and volleyball player, who takes all her passions as far as she can, she has represented the KwaZulu-Natal team in provincial, national and international tournaments.

-Nomonde Ndwalaza



DUMISANI MLOTSWA (28)

Part-Time Lecturer and Post-Graduate Candidate, TUT and Unisa



📊 Dumisani Vincent M lotshwa

wenty-eight-year-old academic Dumisani Mlotswa is convinced that he was a quiet, sensible child growing up. However, urban legend has it that he was incredibly naughty, and would enter a room full of elders and shout 'Mina ngi ngay'ivala le room nou!' without any fear of reprisal. Today, where he finds himself in front of a high school classroom teaching, before a computer researching or behind the podium in a lecture theatre, Mlotswa is equally at home, working with brand new research or young people's enthusiasm to learn.

His academic potential was realised when he was in grade 8: he fell in love with the library and never looked back. Born in Phuthaditjhaba, a small town in the Free State, Mlotswa yearned for higher education as soon as he knew there was such a thing.

Currently Mlotswa is pursuing an MSc in physics, specialising in nanoscience and nanotechnology at the University of South Africa (Unisa). He also teaches first year physics on a part-time basis in the engineering department at the Tshwane University of Technology.

Financial difficulties caused him to pause in his academic trajectory after he attained

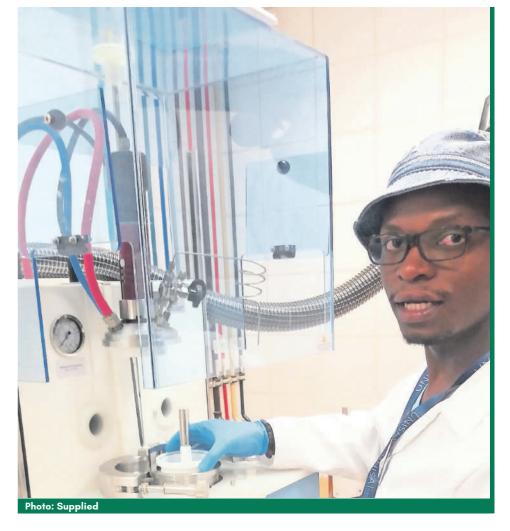
his honours degree in science at Free State University. They were circumstances which forced him to branch into a teaching career, and he's thrived in this area. Between 2015 and 2017, Mlotswa taught maths and physical sciences to the senior high school pupils of Mohaladitwe Senior Secondary School in the Free State. Those years saw the school acknowledged as being among the best performing schools in the province and the country in those subjects: he set his pupils on fire with enthusiasm for the material.

His current research relates to working with luminance material to emit light with electricity with the hope of developing a self-glowing lightbulb that is able to absorb protons from the sun and convert them into light.

But now that he's back researching at a university, a part of him still misses teaching high school students, as the transformative potential to change young lives is high and quantifiable.

"High school students do not have the level of technology we have at university, but at a university level the approach is less hands on. You can only motivate people to a certain extent whereas at school the pupils are still being influenced by their teachers."

- Nomonde Ndwalaza









HUMNA MALIK (26)

Engineer, Council for Scientific and Industrial Research (CSIR)



you ever find yourself at the admin block or boardroom of the University of Johannesburg's (UJ) department of electrical and electronic engineering during scheduled load-shedding and you look around and wonder why the lights are still on, you probably have 26-year-old Humna Malik to thank.

In 2014, during her honours year at UJ she completed a project in renewable energy and converted her department's boardroom and admin block to run on solar power, and the system is still up and running today.

Born in Pakistan, Malik moved to South Africa with her family when she was in primary school. Her early impressions of being in South Africa include her unbridled excitement at the potential to explore a new place to call 'home' with her siblings. Due to parental influence and her own curiosity, she found herself being drawn to maths and science from a very young age.

And when the time came, she elected to enrol for two degrees at once: engineering and IT, two strands along which she was determined to grow. It was a major challenge which would terrify most, but Malik took it in her stride.

"My family believed in me and I wanted to make them proud. I was told on many occasions by other people that it would be too much burden or it



would be difficult to manage as a female in a male-dominated field, but this only gave me more will power to prove everyone wrong," she says.

Today this multiple award-winner works as the Council of Scientific and Industrial Research (CSIR) in its defence and security department, with a bill to improving the community's safety and security. She has responsibility over a number of different projects in a variety of fields and with different stakeholders including the South African Police Service, the Mandela Mining Precinct, the department of defence, the South African National Defence Force, Armscor and others.

In addition, she is involved in improving the business strategy for national clients, and the implementation of capabilities, technical systems and policies in the CSIR.

Malik is inspired by the fact that the work she does at the CSIR is being used for the greater good and is improving the lives of everyone in quantifiable and often life-affirming ways.

The one thing she would change about her work is the "hurry up and wait" process in the government sector where a lot of time and effort is spent drafting proposals with no knowledge of whether the projects will see the light of day or not. Despite these frustrations she is clear that she is exactly where she should be.

-Nomonde Ndwalaza

ZIPHO TYODA(32)

DEPUTY DIRECTOR OF EARTH OBSERVATIONS AT THE DEPARTMENT

OF SCIENCE AND TECHNOLOGY



hirty-two-year-old earth sciences graduate Zipho Tyoda was deemed a trailblazer in 2018, by the SADC, but if you look at the trajectory of his career, he's been blazing trails right from the start.

Hailing from the small town of Idutywa in the Eastern Cape, Tyoda studied at Stellenbosch University, where he completed a bachelor's degree in geology and an honours degree in applied and economic geology in 2010.

In 2011, he joined the Council for Geosciences as a geographic information systems (GIS) intern and started a master's degree in GIS and remote sensing. He won two awards for his master's project in 2012 and 2013 at the Geo-Information Society of Southern Africa student conference at the University of Cape Town.

Tyoda currently works as a the deputy director of earth observations at the Department of Science and Technology. His portfolio includes the oversight of the South African National Space Agency and coordinating South Africa's earth observations landscape through the Genevabased organisation, South Africa–Group on Earth Observations (SA-GEO).

Tyoda also works with a number of research and development institutions, the private sector, academia and government departments. He co-chairs a global working group laying the



blueprint on sharing of earth observations data through the development of data sharing principles, data management guidelines and the mapping of the member states' data sharing policies. The work that he does is used to monitor elements such as the water level of dams to help stakeholders (such as government) make policy decisions. The observations of SA-GEO were used to make decisions during the recent drought experienced in the Western Cape province.

Tyoda says that the GIS sectors remains largely untransformed and that he particularly found the lack of black role models challenging when he was completing his studies. This was something that continued when he joined the Council for Geosciences. "It was very difficult in the beginning to create a network of people working in the sector when I started," he says.

He wants his story and his hard work to show young people that with hard work, anyone can make it to the top of their chosen field at both a national and international level. But becoming a father in 2010 is one of the main things that drives him. "Being an example for my son, impressing him and encouraging him motivates me to succeed," he says. - Itumeleng Molefe

ENVISIONIT, A COMPANY THAT PAYS IT **FORWARD**



Established in 2010, Envisionit Capital Solutions is a South African financial services business focused on the institutional investment banking sub-sector. "We're a financial services business with a strong ethos of integrity, innovation and investment into the country," says Terence Naidu, Founder and Managing Director of Envisionit.

The business has been influenced by Naidu's personal journey in terms of life and work experience in the corporate world. But all that hard work wouldn't mean anything without innovation. "You've got to have an open mindset," says Naidu.

Creating a successful business is about more than just having the skills. It is about knowing the business and industry well. Envisionit's success can be attributed to Naidu and his team combining all these elements. "It's [about] doing enough research, putting in the hours and doing exceptionally well in terms of having complete knowledge of what you do and being the best at what you do."

Naidu says: "Nobody should be coming through to you to tell you how things should be done. You should know every bit of your business inside and out, from the operations to the accounting work and the business itself."

Naidu grew up in an Indian township in Durban and attended an all-Indian school during apartheid. It was this experience that influenced his vision of the business. "If you don't have a vision or dream and you don't envision it, you have nothing to work towards."

This attitude of "having a greater vision" of the future is behind the company's name.

In line with the company's name, vision and ethos, Envisionit has started and is successfully running many innovative projects. One of its flagship projects is the "world's first holistic Escrow app", which was launched in 2018.

"Following years of institutional corruption, which the Mail & Guardian and Envisionit as two businesses are completely against, we needed to do something about it." By acting as a trusted 3rd party payment provider, Envisionit ensures that the buyer gets exactly what they pay for and seller gets paid on time and in full. Thus, eliminating any chance of corruption and fraud, and promoting a safe transacting environment for all South Africans.

The purpose of the app is to create trust between strangers when individuals or companies transact with each other. The way the service works is by Envisionit holding in trust the funds allocated by the buyer to a transaction until goods or services were successfully delivered. At which point the funds are released by the company to

Should the seller not deliver the promised goods or services, Envisionit will refund the buyer, thus ensuring monev will not be lost.

"So in that way we stop corruption," says Naidu. Envisionit's escrow services ensure that there is no way people don't deliver or don't get paid. "Escrow must become a household name", adds Naidu.

Envisionit is always on the lookout for more ways to innovate. Currently, the team is working on a project related to deep learning with radiology images using artificial intelligence (AI) and algorithms.

"We aim to positively impact the lives of children by using revolutionary technology to democratise access to healthcare in South Africa and the continent as a whole," says Naidu. The company's research found that there are 14 paediatric radiologists on the continent and 400-million children, which means that there are not enough resources to take care of everyone's diagnostic needs. "That's why you've got to introduce AI and use AI for positive benefits," says Naidu.

Envisionit has achieved many great things since its launch, recent achievements include earning a top innovation award from the British government this year and being a finalist in the Entrepreneur of the Year competition in 2018.

In keeping with the motto of the company to use the money they make to do good, the company's biggest achievement is the ability to give back to the community. "We have sponsored 20 graduates to go through their tertiary education and this year we've got another 30 students on the programme". Envisionit also has more than a thousand children at two schools, in Mamelodi and Orange Farm, in grade R to grade five doing online maths and reading. Naidu says this makes him super-proud.

Continuing into the future, the company will carry on developing disruptive solutions and providing innovative services to all. Beyond this, Envisionit will continue paying it forward and helping those in need. "I want to get to 100 students in our bursary programme. I want to get 10 000 students in our online maths and reading programme," says Naidu. "I want to see more innovation that has a positive impact on the country and the continent as a whole."

- Fatima Moosa







DR. NTOMBENHLE HLENGIWE GAMA

Biochemistry Lecturer, University of Pretoria



entombygama

hirty-one-year-old biochemistry lecturer Ntombenhle Hlengiwe Gama grew up in an environment where high value was placed on being clever, as the benefits of academic excellence could open doors that one never even imagined. She cites her parents' divorce as an eye-opening event that motivated her to use education to pursue a better life for herself and her family, while also turning her into a bookworm who would use the library as a form of escape from reality and an avenue to dream big.

Her childhood conscientisation happened during a time when HIV/Aids rates in the country were rapidly escalating and mass media communication around the illness was being used in an effort to promote behavioural change.

Gama, who was born and raised in Kwa-Thema in the Ekurhuleni district, East of Johannesburg, made a promise to herself to get involved by finding a cure for HIV/Aids and becoming a pharmacologist. She may not have patented an HIV/Aids cure, but today, she holds a PhD and is a teaching academic in the biochemistry department at the University of Pretoria.

Biomedical sciences is the discipline which allows her to merge her love for chemistry and biology and her research focuses on the development of novel metal-based drugs as alternatives to current HIV/Aids treatment that are also effective against HIV/Aids-associated opportunistic infections.

In addition to this, Gama is currently pursuing a master's degree in fundamental and systematic theology at St Augustine College of South Africa.

"My decision to study theology was informed by my belief that God is calling me for more, especially because life balances itself in different ways and Christianity is my anchoring - I can't remember a time when I was not Christian," she

An active member of the gender committee for churches in her district, Gama is also committed to the idea of making the church a safe space for honest and open conversations about LGBTI issues, gender sensitisation, positive masculinity

Being a young woman in South Africa, Gama sometimes finds herself frustrated by societal expectations of the performance of womanhood, particularly as it relates to motherhood and marriage, however, she is excited and energised by the opportunities that women like her have



today, and the fact that the world is hers to inherit.

- Nomonde Ndwalaza

TUMELO PHAAHLAMOHLAKA (28)

Research Fellow at University of the Wilwatersrand



in Tumelo Phaahlamohlaka

any people may feel it would be more sustainable for South Africa to move towards a knowledge economy. Research fellow and tech transfer assistant Tumelo Phaahlamohlaka (28) disagrees. He believes the focus of South African research is mainly geared to producing publications on fundamental research rather than innovating solutions to real-life problems. This became obvious to him after he completed a second masters degree at Cambridge University in 2017.

Armed with his BSc and honours from the University of Limpopo, his MSc and PhD from the University of the Witwatersrand, and born and raised outside the town of Jane Furse in Limpopo, Phaahlamohlaka considers his Cambridge masters an "MBA for science." In reading for it, he gained many skills about the business of science.

As a child who grew up without electricity at home, he had to find inventive ways to keep his mind occupied. His father struggled to pay for his education, but understood the transformative potential of education and raised Phaahlamohlaka into a young man who loves

Phaahlamohlaka has made crucial contributions to the development of new catalysts for what is known as the Fischer-Tropsch process: the collection of chemical reactions that converts coal and hydrogen into synthetic lubrication oils and synthetic fuel. It's a particularly important process to South Africa because the country has large deposits of coal which, if sold as they are, have low commercial value, which can be significantly increased if it is converted to synthetic oils, petrol



As a Wits research fellow, Phaahlamohlaka investigates nano-technology where he works on creating nano-materials for use in photocells in solar panels and for smart sensors.

In his spare time, Phaahlamohlaka works as a technology transfer assistant at Wits Enterprise where he helps to guide other researchers on how to develop their research into viable business.

Phaahlamohlaka believes South Africa is poised to take advantage of the fourth industrial revolution, but only if its society is strategic about objectives. Artificial intelligence is great and comes with many opportunities, but we need more people working ... and we need more people training," he says.

"I do not believe hype: I think if we focus on one specific thing at a macro level ... a lot more people will benefit, which is what we need.

"South Africa is really punching above its weight," he adds, reflecting on the opportunities available for research.

- Itumeleng Molefe and Nomonde Ndwalaza

YANGA TEKANE (31)

Senior Engineer, Sovereignty Systems



Yanga Tekane, Pr Eng

hirty-one-year-old senior engineer at Sovereignty Systems always had a very sophisticated instinct for 3D design, and he knows that engineering is a field that can take him in any possible direction.

But he didn't always know this. When Tekane, who was born in the small Eastern Cape town of Whittlesea, finished grade 12, he knew what he didn't want to do. He knew he definitely didn't want to go into medicine because his mother was a nurse and he had seen how taxing that was on

"A family friend sat me down and highlighted some things I had not taken note of before," he says. He was reminded of how he built a three dimensional wire model of the Apollo Spaceship from a picture he was given as a birthday gift when he was seven years old.

"Everyone was amazed because the picture only showed a third of the spaceship structure which only revealed one landing leg."

As a seven-year-old and with no prompting, he was able to figure out that there were three landing legs to this space ship. Later on, he built 3D wire models of spaceships based on a TV series he loved called 2040. It was obvious to Tekane's family friend that he should become an engineer

And so he did. He went on to complete a bachelor's degree in engineering at the University of KwaZulu-Natal, a master's at the University of Johannesburg and he's currently busy with his PhD

Tekane currently works as a contract and design engineer on a variety of engineering projects.



As a contract engineer he gets involved in the initial stages of the projects such as proposal documentation, rate and deliverable negotiations, client feedback, project scoping and workscheduling, and sub-contractor sourcing and appointment. His work as a design engineer includes leading detailed feasibility studies and mathematical model design.

Tekane is a specialist in both fields of miniature aerial vehicle design and digital terrain modelling. Professionally he engages problems which require electrical, mechanical and geo-technical problem solving.

"I don't see myself as an electrical engineer," he says. "That restricts my capabilities. Rather, I see myself as an engineer capable of practising in all such fields equally."

Since 2014, Tekane has been building engineering capabilities for rural farmers in his spare time. This allows them to have running water for irrigation, sanitation and drinking. Tekane wants to continue using his skills to help develop South Africa's knowledge economy.

"I hope one day my talents and skill-set will allow South Africa to be producers of technology competing with countries like America and China not just being consumers of technology."

- Itumeleng Molefe

SIBUSISO REUBEN BAKANA (31)

PhD Student, Beijing University of Aeronautics and Astronautics



oluoben_laoshi

hirty-one-year old academic Sibusiso Reuben Bakana was born in Ivory Park, near Tembisa on the East Rand and he has overcome immense character building challenges in order to be a Fourth Industrial Revolutionary who is role modelling South African excellence on the world's stage. At a young age, he lost his father and financial challenges became very difficult: he had to choose between soccer boots and school shoes and was compelled to use a Shoprite plastic bag as a school case. His journey speaks to a delicate combination of resilience and self-leadership, "When you are happy, you are successful - because it means a particular goal



has been attained for you to reach such a state of happiness. Success to me also means being able to achieve my set goals despite the obstacles,"

Currently engaged with his PhD in artificial intelligence (AI) at the Beijing University of Aeronautics and Astronautics, Bakana is also the first South Africa student to represent the Diplomatic society of South Africa in China, providing thought leadership on issues of mutual interest. He was formerly a senior energy advisor at City Power Johannesburg, responsible for the approval of solar systems that are found all over

His experiences in student leadership at the University of Johannesburg where he studied as an undergraduate informed his development into a leader who delivers on promises, does not get corrupted by power and can respect diverse people and opinions.

Living in China means he misses uphuthu and amasi every day, and it's alerted him to the potential for the positive representation of South Africa, particularly as it relates to the deep seated value systems, " ...we have to teach the Chinese about ubuntu and they can learn a lot about how we appreciate things, because when we greet we say sawubona, meaning we can see you, and the response will be affirming that indeed we can see each other by responding by yebo, which means yes you can see me. Our languages are interesting and should be contributing positively in this Fourth Industrial Revolution," he says.

As someone who finds himself at the forefront of the Al zeitgeist, Bakana feels incredibly fortunate to be trusted by both the South African and Chinese governments to contribute to the science, technology, engineering and mathematics domain.

He looks forward to help build a South Africa where more young people do not have their development arrested by situational disadvantage, but can be supported so that they too, can thrive. —Nomonde Ndlwalaza







INNOCENSIA MANGOATO (26)

Researcher and Lecturer, Department of Pharmacology, University of the Free State



harmacology researcher Innocensia
Mangoato wants to change the face of
science research and inspire more Black
women to join the field.

She was born in exile to Tanzanian and South African parents and raised in a Kiswahili-and-Sepedi-speaking household. Because she was the only daughter in the family, she was moulded by her father to be self-sufficient.

She credits her exposure to traditional medicine as one of the most pivotal moments in her life, as it made her realise it is not "dark magic" but rather a holistic approach to healing that can and should work hand in hand with scientific methods.

Currently in her first year of PhD studies in the department of pharmacology at the University of the Free State, Mangoato has an MSc which focused on traditional medicines with a particular commitment to cannabis research and anticancer drug resistance.

"If we think about it, aspirin is sourced from a plant. Cancer right now is one of the highest killers, with two million deaths globally and the current regime of treatment that includes chemotherapy results in trauma as well as other undesirable effects.

"This speaks to the fact that we are in dire need of a new formulation where African traditional medicines can be included so we do not forget



about the important work that herbalists and healers have been doing, especially in the attempt to decolonise science and merge the scientific with the traditional so that none of these knowledge systems do not die out," she says.

Among Mangoato's responsibilities in her job is the supervision of postgraduate dissertations and knowledge transfer, which she takes very seriously.

"I have to apply myself in terms of what I have learned – supervising has also taught me patience. It has taught me to approach and understand students differently because we are not all one thing," she says.

She believes that more young women need to opt to remain in the science field, as students and as practitioners. "We just need to learn to speak up because we have something to say."

- Nomonde Ndwalaza

KEITH KATYORA (27)

Electrical Engineer, Aurecon South Africa



@MrTinashe

wenty-seven-year-old electrical engineer Keith Katyora knew from an early age that hard work is the magic ingredient that can turn a life around.

As a child, Katyora was continuously exposed to his father's enthusiasm for African leaders such as Aliko Dangote and Strive Masiyiwa. His father would cut out newspaper articles and give them to him to read.

"My father would remind me that if these people, with all the challenges that stood in their way, could rise from their circumstances and make something of their lives, what is stopping me from working just as hard to overcome my current challenges?"

Born in Middelburg in Mpumalanga, Katyora is currently working towards a masters degree in energy studies at the University of Johannesburg, and his research topic explores the different scenarios that could feed into the unbundling of Eskom, as well as how the entire security value chain of energy supply can be improved.

In addition, he was the youngest member of the stakeholder team formulating input into the Ten Year National Science, Technology and Innovation plan being developed by the department of science and technology.

As chair of the Consulting Engineers of South Africa's young professionals forum, he is currently drafting its 2019 energy manifesto, which was formulated from last year's Big Energy debate, which focused on the perspective of young professionals. The debate was the first of its kind in terms of offering a space for young people to express their views about the energy future of the country.

Personally, Katyora wants to enable as many young promising people as possible to study at university. This is part of his overarching commitment to redefining the African narrative. He currently mentors university students and young professionals – reflecting that the most important thing is to ensure that those that come after him are well adjusted to the world of work, and can be engaged citizens who are capable of passing it forward.

- Nomonde Ndwalaza





Great Coffee. Simple.









YOSHLYN NAIDOO (32)

Co-Founder and Chief Innovationist, CRSP dsgn

im Yoshlyn Naidoo

number of education specialists have said that because South African school children's basic literacy and numeracy skills are so low, it is a pointless exercise to teach 21st-century skills such as computer programming and robotics. However, thirty-two-year old entrepreneur and engineer Yoshlyn Naidoo's response to this line of thinking is that South Africa's education system needs to be changed radically, instead. "Without trivialising the very real challenges of low literacy and numeracy skills, we need to realise that what we need in Africa as a whole is a complete change of mind-set," he says,

"Africa currently has the youngest population in the world and these young people need to be raised to become our own innovators."

referring to himself as an 'innovationist'.

Yet he believes that Africa is still seen by the rest of the world (and to some extent by itself) primarily as a consumer of the world's products.

"It's not about technology being in the classroom, it is about how that technology is used because we don't want technology to continue to be an added barrier for African children when they go and study further. We need to expose them to technology as much as possible."

This realisation led Naidoo to cofound robotics company CRSP dsgn, with Thatho Moagi. Based in Pretoria, the company's mission is to increase access to quality science, technology, engineering and math resources, while fostering 21st-century learning in South African

Their current flagship product, the CRSP ROBO Educational Robotics Toy Kit, is a range of affordable educational robotics kits developed to enable children in grades 4 to 9, to learn about electric circuits and create robotics inventions, in their existing classrooms.

For Naidoo, this is a passion project. After completing a mechanical engineering degree at the University of KwaZulu-Natal, he worked at an aerospace and defence company for five years. He was part of a team that won the greatest young system engineers of the year award from the International Council on Systems Engineering

CRSP dsgn won the South African Breweries Foundation's social innovation award in 2016 and was recently a finalist in the Johannesburg edition of the global super league of start-ups

Naidoo and his team completed a pilot of their product with over 1600 educators and learners in the Ekurhuleni South district, in partnership with the Gauteng department of basic education. The pilot validated the need for a resource such as their robotics kit across the South African educational landscape.- Itumeleng Molefe

SIVUYISIWE SITUNGU (28) Lecturer, University of the Witwatersrand

in Sivuyisiwe Situngu

lwenty-eight-year-old lecturer and researcher in the school of animal, plant and environmental sciences at the University of the Witwatersrand, Sivuyisiwe Situngu grew up collecting firewood and other natural resources on a regular basis in a rural area in the Eastern Cape called Zihlahleni. For that reason, she knew how important the environment is to people who depend on what she calls "the ecosystem service that mother earth provides."

"During my high school years, I learnt about the importance of conserving our biodiversity and natural resources," she says. "However, the prevalent ideology around conservation at the time was that we need to create more protected areas and limit harvesting of natural resources."

This triggered Situngu's interest in the field of environmental science and botany because she found this ideology problematic.

"Through my studies, I wanted to become part of the decision-making community because I knew that there must be a better way of conserving and managing resources without excluding the people who depend on them."

She completed a bachelor's degree in botany and environmental science and an honours degree in biodiversity conservation at Rhodes University. For her PhD, Situngu investigated the benefits of interactions between plants and mites, which is facilitated by structures known as leaf domatia, common in economically important crops such as grapes and coffee. This type of research is vital as it paves the way to a better understanding of how mites control plant pests and help to keep plants healthy.

"It is my hope that the research I do will be used in biocontrol strategies to protect agricultural crops against pests," she says. Her doctoral research (some of which has been published) has contributed a body of knowledge on miteplant mutualism from an African perspective.

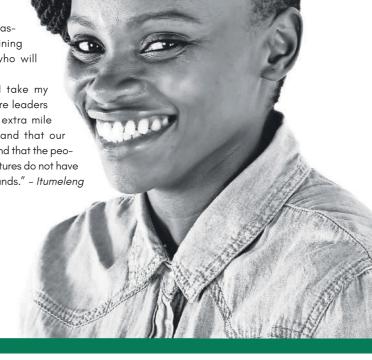
Currently Situngu's research interests include soil microorganism-plant interactions and ecosystem adaptation to climate change drivers. She has initiated a collaborative project looking at the effects of climate change drivers on soil microorganisms in grassland and savanna

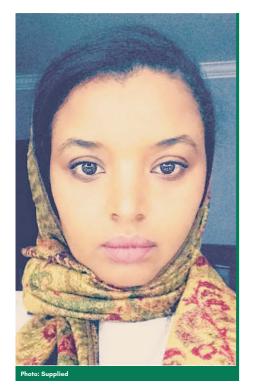
Situngu has faced numerous challenges in her field of study from senior academics who do not want to mentor upcoming scientists which she says has sometimes led her to doubt her capabilities.

"I think the greatest gift that we as black children from humble beginnings have is our grit and determination," she says. "It is like a fire that drives you to succeed because you know that you do not have any other choice."

Situngu is also passionate about training future scientists who will follow after her.

"As a lecturer, I take my job of training future leaders seriously. I go the extra mile because I understand that our society is unequal and that the people who sit in my lectures do not have the same backgrounds." - Itumeleng





SORENE SHIFA (28) Founder, Cyber Czar

in Sorene Assefa

arlier this year, Sorene Shifa addressed a group of 43 young girls at a gaming and cyber security training camp for the African Girls Can Code Initiative in Pretoria.

"I told them that cyber security is not just about coding and hacking," she says. "When I told them that it is not just for white men, they laughed because that is what we are all used to seeing."

Shifa stresses that there are many aspects to cyber security that require different skill sets. "We need people to create policies on cyber security, and we need data scientists and lawyers who understand policies and laws around cyber security, but also understand how things work on the internet." Shifa says that she has always loved to challenge herself and do things that go against people's expectations of her.

She moved to South Africa when she was 17 and has half-Ethiopian and half-Eritrean heritage. She studied software development at Bond University and completed honours and master's degrees in information and cyber security at the University of Johannesburg. In addition to studying information law at the University of Geneva, Shifa has numerous accreditations in internet governance, information systems and cyber security. Shifa has served in different leadership positions including as an information systems officer and a technology analyst at the UN's International Telecommunication Union in Switzerland. In 2015, she founded Cyber Czar, a cyber security firm that aims to protect the most vulnerable against cyber crimes and create a culture of cyber security in South Africa. Cyber Czar also advocates for equal opportunities for women in the ICT eco-system by inspiring girls to pursue studies and careers in the field of ICT and cyber security. Cyber Czar serves as a platform to empower African girls with pertinent and quality skills in order to remain relevant and become the beneficiaries of the knowledge-

"I don't like the term 'women empowerment' - I think we are already empowered. What we need is opportunities and exposure to different possibilities." Shifa also believes in the power of ICT to open doors to opportunities.

"ICT is not something we can avoid, even if we want to," she says. "It is everywhere now, whether you want to work in biology or engineering, it is part of everything. And we need to expose girls to it very early." - Itumeleng Molefe





MAXIMISING OPPORTUNITIES FOR SOUTH AFRICAN YOUTH

uch has been said about the so-called fourth industrial revolution (4IR). In essence, this term describes the current exciting period in human history in which we are seeing a rapid increase in the pace of technological development, characterised by the fusion of a variety of technologies such as artificial intelligence, nanotechnology and data driven automation. Some fear that this stellar rate of technological development will result in a widespread decline in employment opportunities, but the reality is that jobs are not necessarily declining; the world of work is simply transforming. And this transformation is bringing with it a fundamental change in the types of work that people will do in the future and, in fact, create immense opportunities for those with the appropriate qualifications, knowledge, experience and skills.

The South African government has clearly recognised this significant future-focused shift and the need for education and training in this country to undergo a similar realignment. This understanding was evidenced recently when the department of science and technology unveiled a new "roadmap" based on a science, technology and innovation (STI) white paper that was approved by national government.

The roadmap specifically identifies 4IR as a key influencer and driver of South Africa's social and economic development going forward. It highlights that the country must prioritise STI as the cornerstone of such development and proactively integrate STI into all areas of society, most notably government planning and education. Ultimately, the intention set out by the STI white paper is to ensure that South Africa becomes a global centre of excellence for science, technology and innovation.

While this is a noble and necessary undertaking, it would be naive to think that government should carry the sole responsibility for delivering the advancement and development of science technology that South Africa needs in order to cement its global competitiveness going forward. Given that industry is likely to be one of the biggest beneficiaries of this STI focus, it stands to reason that industry needs to invest in it, particularly in the areas of education and training.

The need for such a commitment to STI development by the private sector is made very clear when one considers that the country's key tertiary institutions are still producing very low numbers of data science graduates every year. Given that these skills are in increasing demand across the majority of industries, particularly banks, insurers, retailers, health companies and telecommunication providers, this is an untenable situation. And when one adds to this scenario the fact that global demand for data scientists is predicted to climb by around 28% in the next two years, the importance of strong STI education and training partnerships between public, private and education institutions cannot be overstated.

Nedbank has long recognised this STI partnership imperative and has been increasing the extent of its response incrementally in recent years. According to Lindiwe Temba, the executive head of corporate social investment for Nedbank Group, education development has long been the primary social upliftment focus of the Nedbank Foundation. In recent years, this focus has been sharpened from

Nedbank is equipping youngsters with the necessary skills to thrive in the fourth industrial revolution



Education development has long been the primary social upliftment focus of the Nedbank

Foundation



Learners gain the knowledge they need to pursue qualifications and careers in digital advancement



The ORT SA Coding and Robotics Project gives learners from poor communities opportunities to harness technology in creative ways

working to provide general access to quality education for all to a more specific concentration of the foundation's efforts and resources on aspects of education with the potential to deliver maximum positive results and employment opportunities. STI is one such key development focus area.

"Given the imperative to prepare future

generations of technology and data professionals, the long-standing focus on education by Nedbank and the Nedbank Foundation is increasingly leaning towards equipping education institutions and educators with the skills and facilities to offer relevant technology and data programmes," Temba explains, "and many of the programmes on offer are designed to expose learners to the knowledge they need to pursue qualifications and careers in technology, IT, fintech and other important areas of digital advancement."

Temba sites a number of examples of Nedbank's focus on STI development through both its Nedbank Foundation and the Eyethu Community Trust (Eyethu). One such example is the recent provision of R2.8-million in funding by Eyethu that has enabled 20 students to attend an intensive 12-month Data Science Accredited Skills programme at the Explore Data Science Academy and receive qualifications that will allow them to access employment opportunities in the future.

Nedbank's belief in the importance and value of innovation and technological advancement as cornerstones of long-term social development for South Africa has seen the bank investing in many other STI education initiatives, across the full spectrum of technologies, institutions and learner age groups.

The organisation is especially passionate about advancing and enabling education in new technology at a grass-roots level amongst young learners. It views this as a key way in which to build the country's future global STI expertise by ensuring a sustainable talent pipeline of science and technology professionals.

One of the initiatives Nedbank supports in this regard is the ORT SA Coding and Robotics Project, which is working to give learners from historically disenfranchised communities the opportunity to harness technology in creative ways and deliver outcomes that can improve society or transform the way things are done. The project gives educators and learners a strong foundation in learning programming languages, with the ultimate aim being to train them in application development and text coding principles.

Importantly, many of the STI programmes supported by Nedbank also have a strong entrepreneurship component. So, while the learners and students are gaining skills relevant to 4IR that will raise their employment prospects, they are also acquiring the skills and confidence to establish themselves as business owners, industry leaders, and even employment creators in their own right.

According to Temba, while Nedbank's growing support of STI development and education is primarily aimed at transforming the future prospects of young South Africans, the focus on STI is also part of a much bigger picture for the bank.

"Our support of science, technology and innovation exemplifies our determination to deliver on our Nedbank purpose, which is to use our financial expertise to do good for individuals, families, businesses and society," she points out, "and we believe that this sponsorship, and all our STI support initiatives, have the real the long-term potential to close the skills gap in South Africa, thereby contributing to the development of more sustainable, growing businesses that will, in turn, positively impact people and communities through job creation and effective social investment."







SENAMILE MASANGO (32)

PhD candidate in nuclear physics, University of the Western

esenamile Masango

he number of women in engineering and science is a concern as women are still grossly under-represented, with the percentage of female graduates in science and engineering still below 20% in many countries, notes Senamile Masango (32). She is completing her doctoral studies in nuclear physics and is the founder of Women in Science and Engineering (Wise).

Through Wise, Masango provides leadership and role models for young women wishing to enter the fields of science and engineering. Among other things, the organisation also raises the profiles of women scientists and engineers and highlights and addresses problems faced by women in these fields. It challenges perceptions that pertain to or result in the exclusion of women in science.

Proceeds made from Masango's speaking engagements go towards raising money to provide science kits for disadvantaged schools. She believes strongly that girls

in Africa, "should be encouraged to take science subjects. Not only those who might pursue a scientific or technological career, but also those who would then be enabled to apply scientific concepts in their daily lives".

She notes that being a black woman in the science industry presents a set of its own challenges, such as men "always looking down on you like you are not capable or you don't deserve to be a scientist". She notes that these challenges propel her ambition and the need to change those perceptions even more. "I will work hard and ensure that I excel — I want to break every barrier so that I am not limited," she adds.

She has made multiple notable strides in her this far. She passed her master's in nuclear physics with Cum Laude. In 2017 she was part of the first African led experiment at the European Organisation for Nuclear Research, also known as CERN. She has addressed President Cyril Ramaphosa



several times on the challenges faced by young scientists. She is one of South Africa's successful female black scientists under 35, has shared the stage with Naomi Campbell at the Forbes Leading Women summit 2019

and has been invited to speak at many local and international platforms. She is leading a research team representing South Africa as part of the Brics Youth Energy Outlook 2019.

- Welcome Lishivha



DR SPHUMELELE NDLOVU (32)

Founder, Indabuko Institute

@SphumeNdlovu

r Sphumelele Ndlovu is one of five directors at Indabuko Institute, where he is the acting managing director. His role entails developing research proposals for funding requests in order to support the company's ongoing research and development on energy solutions. His work with the institute came after his selection as one of the 400 young scientists selected across the globe to participate in the 2016 Lindau Nobel Laureate Meeting in Germany.

That opportunity brought with it a lot of publicity, which resulted in him being invited to the Union Buildings for a meeting with Silas Zimu, the former energy advisor and Dr Bheki Mfeka, the former economics advisor to the president, which led to the establishment of Indabuko Institute. Ndlovu notes that being able to put together a team of young, vibrant and talented scientists to form the institute,

all in a space of less than 18 months, and still being able to gather support from the department of trade and industry through their Technology and Human Resources for Industry Programme "was the biggest highlight of my career".

Ndlovu's deep interest in science and mathematics came out of the dire conditions he found himself in high school. "Early in my matric year, 24 of the school's 28 teachers that walked out, leaving me and my peers to teach ourselves. I became the mathematics and physical science teacher, as I had some experience in using the formulas. This helped me to pass mathematics and physical science, but just short of a matric exemption to enter university," he notes.

The University of KwaZulu-Natal's Science Foundation Programme enabled him to pursue a Bachelor of Science in Applied

Mathematics and Physics, after which he went on to do his honours and master's. He then applied for and was awarded a Professional Development Programme for PhD studies under the Space Geodesy Programme at Hartebeesthoek Radio Astronomy Observatory, a facility of the National Research Foundation.

"Scientific research, which always poses challenges that require solutions, has given me an opportunity to learn new things and in the process, taught me how little we know," says Ndlovu on what he enjoys most about working in the science field. He was raised by a single mother who sold chickens to provide for him and his brother, an experience he says propelled him to write and publish his memoir, Aiming for the Stars, a memoir of a village boy who plucked his science dream from the sky.

- Welcome Lishivha

CHUMISA NDLAZI (27)

Marketing and Communications Practitioner, CSIR



Chumisa Ndlazi

he ability to make science accessible to the layman is why Chumisa Ndlazi is so good at her job with the Council for Scientific and Industrial Research (CSIR).

As its marketing and communications practitioner, she's making its research understandable and winning good media coverage around the world. One area she highlights is the CSIR's National Laser Centre and its achievements with Aeroswift, the world's largest and fastest metal 3D

Ndlazi also helped the CSIR's Photonics Prototyping Facilities to establish an industry networking forum. That brings together industry players to discuss opportunities and challenges for the photonics sector in South Africa. Photonics involves generating and harnessing light and the use of lasers in fields including alternative energy, manufacturing, health, telecoms and security.

Ndlazi also co-ordinated an open day for small businesses involved in laser-based manufacturing, to promote the CSIR's own capabilities.

To spread a love of science among younger generations, she often hosts school visits and highlights the exciting work the CSIR scientists do. "This is very important if we want to inspire a generation that is passionate about science and technology and is not intimidated by the subject," she says.

She admits her first couple of months at the CSIR were daunting, because she had to manage its media activities without fully understanding the research it was doing. "Science wasn't always a subject that fascinated me because I didn't understand the importance of it. However, when I joined the CSIR and started interacting with the researchers, reading and learning about the work they do and its impact, I developed a passion for science communications," she says. "Now I'm convinced that science communicators have a huge role to play in bridging the gap between the world of science and technology and the public."

It's their duty to translate complex research and development work happening in laboratories into simple content tailored for potential investors, collaboration partners, students, entrepreneurs and ordinary individuals. "If we stopped communicating, they would not know about the amazing work the CSIR researchers do and the impact it has in solving some of the challenges we experience as a country," she

After hours, she volunteers her skills to the Black Science Technology and Engineering Professionals organisation to highlight the contribution made by black scientists and promote science, engineering and technology as key drivers of economic development. — Lesley Stones





Connecting for Good.











KHOLO MONTSI (16)

Tennis Prodigy & Student



o ekholo_montsi



■he most exciting moment of my career so far was definitely in 2017 when I made my first ATP point on my 15th birthday," says Kholo Montsi of his early success. "That must be it — but I've had many great moments in my career so far, and I'm pushing to achieve more." Lauded as a future tennis star, and already achieving great things at a young age, there's little doubt that he'll live up to the hopes that many have pinned upon him.

Montsi has competed in events around the world such as the 2019 Junior Australian Open, and been called a "prodigy" in the South African press, also appearing on the likes of The Expresso Show to share the story of his career so far. He's often mentioned in the same breath as his older brother, also an athlete excelling at tennis, and it's true that Montsi was inspired by this success of his brother Sipho. The two polite, talented young men make for a feel-good story and a marketable package, but for them it's all about the game. "The sports success at this age doesn't bother me, because I don't want to be caught up in that too early in my career, so I try to be as humble as possible," says Montsi.

With this moderate, mature approach to his successes so far, Montsi isn't taking the all-ornothing approach that's the undoing of so many young athletes. "Balancing school and tennis comes with discipline, because it's pretty tough to focus on both at the same time, and ${\sf I}$ must say there are days where I won't practice and rather work because education is also important," he says. True to this dedication, he's keeping his studies in mind while rightfully dreaming big: "My goals are to definitely go pro, even if I have to do college first, so I'm open to any path in my career. For my short-term goals, I want to finish my junior career in the Top 10 in the world so, that I can get into a great college or have more opportunities to go pro."

- Cayliegh Bright

SIPHOSOTHANDO MONTSI (19)

Tennis Prodigy & Student



eMontsiBrothers

fter distinguishing himself as a tennis talent to watch, Siphosothando Montsi found himself in the spotlight after Judy Murray, Scottish tennis coach and mother of Andy Murray, drew attention to him. On Twitter, she shared a picture of herself with Montsi and captioned it: "Today I watched the most naturally gifted young player Siphosothando Montsi from South Africa in #AusOpen juniors," along with the emoji commonly signifying perfection. He was later quoted as saying: "Judy said that she likes the way I play, especially my drop shots, and she said I have a beautiful serve. She also said I have a bright future ahead of me and I've got all the skills needed to be successful in the game, but that my game will get better as I get physically stronger and bigger."

This was, of course, a pleasant pat on the

back to receive, but the quiet confidence that Montsi exudes seems to come from within: he has received school awards for academics as well sport, and displays none of the bad-attitude tactics or dramatics seen widely in the sport. Instead, he prefers to pray on the court right before a match, and values hard work. He's been a role model to his younger brother Kholo, who's following in his footsteps to achieve his own tennis success - to the point that it can be easy to confuse what praise has been heaped on which brother.

Montsi has been playing since he was 10 years old, so this right-handed player has had almost a decade in the business to develop to this level of maturity. He was part of the Davis Cup squad, joining the International Tennis Federation team that travelled to Kenya to play two junior tournaments, where he it to made the



final, and he represented South Africa at the Commonwealth Youth Games, among many more victories and accolades. Montsi continues to travel the globe to pursue his passion for the sport. He is now based in the United States in Champaign County, Illinois, just south of Chicago, and is excelling on the Illinois tennis circuit. — Cayliegh Bright





200 Young Sout Sport



MALIKAH **HAMZA** (15)

Hockey Player and Student



emalikah_hamza

escribing Malikah Hamza as precocious doesn't quite cut it. The prolific centre forward has made a name for herself by always going beyond what's expected of her; by distinguishing herself no matter what age group she's placed in.

Hamza picked up hockey in the early years of primary school after an accident in the pool discouraged her from taking up swimming. While cricket has always been a happy, and successful, distraction, it's the curved bat that has always dominated her

"Hockey is a team sport. I love leading teams," she says. "It's a lot of fun."

15-year-old has racked up countless honours - earning a reputation that travelled far beyond the borders of her school. The sheer audacity of her figures do that cause no harm either. On the field, Hamza regularly passes a half-century of goals every season. In her indoor hockey games, the numbers start to look ridiculously good: she

has scored over 200

goals a year since 2014.



She now sits a handful away from an incredible 1 500 career

> Most recently she earned a trial to win a spot in the U21A

Southern Gauteng side – an opportunity she was never going to let pass her by. Impressing the coaches with her precise finishing and deft assists,

Hamza was instantly earmarked as a player who could add exponentially rising value to the team for years to come.

Knocking the ball around with players up to six years her senior can be daunting but the experience is invaluable and keeps aiming her sights higher and higher.

"At first I was nervous but then I met everybody I just felt that I could gel really well with them even though they were five years older than me. The coach was really cool, he backed me all the way. I felt safe with the team."

After her involvement with the U21s it's on to the All African U16 indoor hockey team that will tour Europe next season.

Just what else Hamza can go on to achieve after that adventure is really anyone's guess at this point.

Her short-term goal is to make the national U16 side. With the U21 World Cup and the Youth Olympics happening in the next few years, that could prove to be a seminal moment in her young career. With an eye to becoming a capped international before she's finished with matric, she will be one to watch over the next few years.

— Luke Feltham

DR SHARIEF HENDRICKS (33)

Senior Lecturer, University of Cape Town



🔳 @Sharief_H

he mother of 33-year-old academic Dr Sharief Hendricks was a street vendor who silently motivated him to know that hard work pays off. Raising him in the Mitchell's Plain suburb of Lentegeur in the Western Cape, she instilled a work ethic in him that committed him improving the circumstances of his family as well as his broader community.

Sport was his passion and over the years, he turned it into his career. His focus is on improving the sporting conditions of athletes in measurable ways that speak to performance, injury prevention and holistic welfare and began his academic career with a BSc in Sport and Exercise Science at the University of the Western Cape.

Today Hendricks is a senior lecturer at the University of Cape Town and a visiting fellow at Leeds Beckett University in the United Kingdom. He completed his PhD in 2012 and already has over 50 publications to his name. He is considered an expert in his field with a National Research Foundation (NRF) rating of C2, which is quite exceptional as NRF rating is usually given for scientists over the age of 35.

 $Hendricks'\ research\ findings\ have\ impacted\ rugby\ policy\ -\ particularly\ as\ it\ relates\ to\ changing\ scrum$ laws in an effort to reduce injury in a tackle while still optimising performance. He is a co-lead/coinvestigator on international World Rugby projects, which have generated approximately R2.6-million in research funding. He is also a member of South African Sports Confederation and Olympic Committee's Sport Science, Technology and Research Commission and was an executive board member of the South Africa Sports Medicine Association for three years.

He is passionate about knowledge transfer as a supervisor and mentor to postgraduate students.

"The supervisory work we do is rooted in the applied sciences - our work with people that is not confined to a lab. I am interested in teaching students to be able to question even their own knowledge, and this often means being open to be proven wrong - as to disprove is oftentimes the best way to learn - that is how we build expertise."

Being social media editor of the European Journal of Sport Science, a leading multidisciplinary sport science publication has allowed him to merge his love for travel and discovering the world with sports science. He credits his being able to take his mother on Hajj pilgrimage and swimming with the sharks in the Bahamas as his best travel experiences so far. — Nomonde Ndwalaza





NGOANE-HALE **BOOKHOLANE (31)**

Technical officer, Johannesburg Basketball Association



@ ema_tau1987

asketball is not exactly front of mind for most South Africans - which is exactly what makes Hale Bookholane's role so important.

The 31-year-old, who is the technical officer for the Johannesburg Basketball Association (JBA), has always drawn a deep satisfaction from operating behind the scenes; working tirelessly to ensure others have the opportunity to enjoy a fair and well-handled game.

"I wasn't the best player," Bookholane laughs as she recalls how she got into this line of work. "I play but $I\ prefer\ not\ to.\ But\ if\ the\ team\ is\ short,\ hey,\ I'll\ lace\ up\ my\ sneakers.\ I\ prefer\ to\ be\ more\ in\ the\ background:$ getting everything sorted, making sure everyone is comfortable.

"Officiating was my preferred course," she says. "I'm definitely a better official than a player."

It was soon after she decided to give coaching a shot that the youngster from Mthatha stumbled into refereeing basketball games. Many would consider this to be a thankless task, but she quickly fell in love with it. Her role with the whistle naturally evolved and she began working in management positions in the sport's administration.

Bookholane has played a key role in organising tournaments at all levels - men, women and junior. From the Arnold Classic in Johannesburg to prestigious events in Angola and Zambia, her hidden hand is never

On top of her work for the JBA, Bookholane is also an active member of the Jozi Nuggets. The club's mandate is not only to develop the sport and its players, but also to teach players skills that help to benefit $their\ communities.\ Despite\ such\ efforts,\ basketball\ still\ struggles\ to\ fight\ for\ relevance\ among\ the\ most$ popular sports in the country. Bookholane recognises that this is something everybody involved must take responsibility for changing.

Her desire to be part of this change has kept her grinding from a young age. "My biggest motivation is getting people to stop thinking of basketball as an afterthought or as something like 'Oh ja, we'll go when we go'," she says. "It's a lot of work and [with] the damage that's been done, it [will take more than] a few months to make things right." — Luke Feltham









alesa Deejay Manaleng is a journalist at eNCA, a first-year Public Relations and Communications student at the University of Johannesburg and a South African national athlete using her platform to raise funds and awareness for the needs of differently abled people. Manaleng studied journalism at the Tshwane University of Technology. While studying she was a journalism cadet at the Witbank News, has interned at the Wits Justice Project, and worked as a Zulu maths translator.

PALESA DEEJAY MANALENG (32) Journalist at eNCA & Athlete



(i) @deejaymanaleng

In 2017 she was shortlisted by the Miles Morland Foundation as one of the top 21 writers in Africa.

Manaleng joined eNCA in 2014 as a junior online writer, but spent much of the year in hospital recovering after a cycling accident that left her paralysed: the brakes of her bicycle failed on a downhill, she hit a pavement, and was flung against a palisade wall. The accident dislocated her spine, broke two ribs, punctured a lung, fractured a shoulder and caused her to sustain a head injury. She was left a complete paraplegic, and the turn of events led her to take stock of her life.

"When I had the cycling accident that left me paralysed, I came to realise that life is truly short," says Manaleng. "I had to make a choice of either thinking there is always a tomorrow or living every moment like it was the last one on earth. And so I began pursuing every goal and dream, with a voice at the back of my head reminding me that tomorrow is not guaranteed."

Once out of hospital, she began work for Global Girl Media as a journalism tutor, and for Wits Vuvuzela as a Sesotho tutor. Her sporting career resumed too, and she again demonstrated excellence in her disciplines: she represented South Africa in two Para-cycling World Cups in 2015 and 2016. She has to date competed in six national championships. In May 2018, she cycled from Pretoria to Cape Town - no modest feat, with a distance totalling around 2200km - as part of an effort by OCAL Global to raise awareness about disability and raise funds for differently abled children. In the same year, Palesa's dedication and tenacity were celebrated when she was awarded the Ministerial Recognition Award at the GSport Awards.— Cayliegh Bright

KOBAMELO KODISANG (19) Footballer



6 akobamelokodisang99



emember the name Kobamelo Kodisang. This young footballer is not yet 20 years old but he is already going places.

In August 2015 he became one of the youngest footballers to ever play in a match in the Premier Soccer League (PSL). He was only 15 years old at the time. He is the youngest player to make a debut in South African's professional soccer league in the past six years.

Kodisang grew up in Taung, a small town in North West. He says that sports was not really taken seriously in Taung and was seen as more of a hobby. But he enjoyed growing up in the rural area of Taung because "there is no gangsterism".

At the age of 10 he was discovered by coach Cavin Johnson and he moved to Rustenburg.

"Kodisang is an excellent player. I think he's one of the youngest players in their team at the moment," Johnson told Goal in

Kodisang says he played in the school soccer tournament at primary school. "I then got scouted by Platinum Stars Academy."

Despite having had many successes at such a young age, Kodisang is humble, wanting only to win games for his team and to be "on my best performance".

He says that knowing who he is is what keeps him grounded. "I've seen what this game can do to you if you don't respect it. In order to balance you have to know what you really want in life."

Kodisang has already represented his country. He was selected to represent the South African national under-17 team at the 2015 Fifa U-17 World Cup in Chile. He played in all three matches. They were knocked out in the group stages.

Having played for Platinum Stars, Kodisang is now playing for Portuguese team AD Sanjoanense. He is on loan from Bidvest Wits.

For Kodisang, making that PSL debut at such a young age is one of his biggest achievements.

Most young footballers would name the biggest names in football as their heroes, but Kodisang says that honour goes to "everyone who believed in me especially my family and coaches".

He has big dreams for the future: he wants to "make my own mark on this game not only locally". - Fatima Moosa



him from playing various able-bodied sports teams from the time he was able

to run in primary school. It wasn't until his third year at the University of Cape

Town that his career was truly born, when he decided to join the running club to

"It was a good atmosphere and I just went to the competitions for old-time

keep fit for football.







MBALI SIGIDI (29)

Sports Journalist



📔 eMbali_N

balenhle Sigidi is a woman with a story to tell. Raised by a family of sports fanatics, the sports journalist and sports presenter says loving sport wasn't a choice: it's in her blood. Since she started school right up until she finished, Sigidi has been playing sports. Basketball, netball, soccer and athletics are among her favour-

While Sigidi doesn't play sports anymore, she tells stories about it. Even beyond the pitch, Sigidi strives to capture the essence of sportspeople and their sports. Eager



to be free from the rules of the media organisations, Sigidi started a YouTube channel and a sports blog to capture the subject as she wanted.

Sigidi cut her teeth at Soweto TV. Everything about sports journalism, news reading and presenting, she learned on the job from her patient and committed seniors. The show she worked on, Dlala Mzansi, and the organisation, won big at the Gauteng Sports Awards. Sigidi herself also won individual awards that year.

Then she was selected to represent South Africa at the Fifa Women's U17 World Cup in Uruguay. Sigidi counts this as one of her greatest achievements. Now that doors have opened for Sigidi, she hopes to bulldoze the doors open for those who come after her.

But things for Sigidi were not always smooth sailing. In her second year at university, Sigidi gave birth to her daughter. For a time, Sigidi was a single parent and juggling parenting, work and studying was difficult. With the support of her family, Sigidi resolved to use her obstacles to strengthen her character. She decided to work hard to pursue her dreams.

Sigidi says she is the result of second chances, showing that you can still make something great out of yourself. "I want to inspire young women who started off disadvantaged, those who had teen pregnancies. I want to be an example of what the strength of a black woman epitomises."

Three years ago, Sigidi co-founded a book club where members celebrate and read African writers. She hopes this book club will help young women to grow a reading culture, and find beauty in their minds.

Sigidi is planning to take on the world next. Using the key experience and networks he has made internationally, she hopes to grow her brand and footprint internationally. "I just want to be that South African girl that made it and is doing well out there."

— Shaazia Ebrahim

SIMTHANDILE TSHABALALA (7) Golfer, South Africa Kids Golf



etiger_sim

hen he was only two years old, his father and now caddy Bonginkosi Tshabalala took him for tennis lessons, soccer coaching, swimming and cricket lessons. It was only when Simthandile Tshabalala was four years old that his father started taking him to the golf driving range and trained him in golf.

His father says he grew up disadvantaged and didn't get to explore his own talents; he wanted to do things differently with his son by giving him the opportunity to find out what his talents were from a very young age and be able to nurture that, which is why he exposed him to various sports. So far, "Sim Tiger" has won over 20 trophies in the eight months he's been playing competitively; he's played in the Australian Open and finished

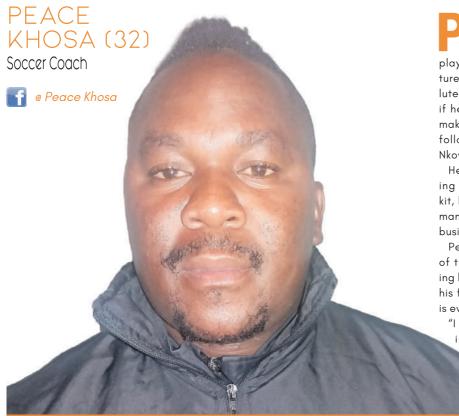
"Flying the South African flag high like that made me very proud," says Sim, who's represented the country in the US Kids Golf Partner Championship tournament and has now been invited to the European Open in Scotland, the Costa Rica Open, the Canada Open and the Africa Open. Although his father has been funding him for the tournaments all along, with more invitations to international and acclaimed tournaments, the duo will certainly need help in the form of sponsorship to help raise the South African flag higher.

There is no denying that Sim is on the right track towards achieving his dream of becoming a PGA tour professional golfer. For a learner in primary school, he is adamant about ensuring that his studies are well maintained amid all the tournaments and travelling. What he enjoys the most about playing golf and all the travels is "the fact that my dad is always beside me each time I

Juggling school, golf practice and tournaments, Sim is a hard worker motivated by wanting to achieve more. He told Azania Mosaka of 702 in April that he practices golf every day after school until 6pm, with the exception of the one day during the week when he gets to play with his friends. His advice to young and upcoming golfers and other sportsmen and women is to believe in themselves, always work hard and never give up. His journey as South Africa's and the world's next golf star is one we are all watching with excitement and hope.

- Welcome Lishivha





eace Khosa, better known as Coach Peace, lives, eats and breathes football. In 2000, at the tender age of 13, his dreams of a future playing soccer were dashed when he badly fractured his ankle during a match. He remained resolute in his passion for the game, and he knew that if he was not able to play on the field, he would make sure he would be involved in other ways. The following year, he started his own football club, Nkowankowa Barcelona.

He faced tremendous financial challenges trying to source funds to support his players with kit, boots and transport to games, and eventually managed to secure support for the club from local businesspeople.

Perseverance and determination is at the heart of this man, who lost his mother at age 15, making him an instant parent to his younger brother, as his father was absent. He maintains that attitude is everything.

"I grew up underprivileged, so I work towards improving the attitudes of young boys and keeping them away from street life and

> drugs. I work hard to show them that even though they're growing up with nothing, they can become something. I enjoy developing the young and expos

ing them to opportunities that improve their lives," he says.

"I teach youngsters that life will often throw obstacles in our path and mess with our plans, and when it does, we should not give up. If we're passionate about something, we will find a way around the obstacles."

Khosa is now the coach of the Makoti Happy Fighters Football Club, and believes that education is crucial for every young South African.

"No one can ever have enough knowledge. I constantly aspire to learn from other coaches and football gurus. Hard work is also important — it takes you a step higher every day. I'm still a work in progress, still learning, still reaching for that level that will satisfy my dreams. I believe that as long as you're doing what you are passionate about, you will continue to persevere and grow."

One of Khosa's all-time coaching heroes is Peruvian football coach Augusto Palacious, who spent some time in South Africa coaching Orlando Pirates in the Premier Soccer League. In his years as a coach, Khosa has mentored a host of local players who, under his guidance, have advanced to join some of the seniorprofessional teams in league football.

- Linda Doke







OMPHILE RAMELA (31)

Professional Cricketer

@ @omphile_rams

mphile Ramela is an inspiration to

many, both on and off the sports field. A professional cricketer who bats for Bizhub Highveld Lions and the executive director of Thuto Trust, Ramela entered cricket during primary school

through what was known during the 1990s as the Mini Cricket Bakers Program (now KFC cricket), which was part of the many initiatives at the time to promote sport in the townships. "Naturally, I started off with football and

was quite good; I was given the nickname 16V for my footballing prowess. I was fortunate to be recognised for my cricket talent and was given the privilege of a private schooling scholarship at St Peter's Boys School in Johannesburg, a massive opportunity for me."

From there he was given a cricket scholarship at St John's College, and in 2008 cricket brought Ramela to Stellenbosch University, where he captained Maties Cricket's 1st

During his professional cricket

iven the likelihood of failure, Adam Fine wanted to try his hand at business early. His vision was to create jobs for hardworking, passionate people and improve the standard of soccer, predominantly through

Born in the United Kingdom to South African and Zimbabwean parents, Fine was playing sports from a young age. What he loves most about sports is its capacity to bring people together, generate emotions and teach valuable life lessons.

While studying for his economics undergraduate degree at 20, Fine began operating with a team in Cape Town from Nottingham University. Fine got his break at age 21 and emigrated to Cape Town, where most of his family is based, with an enormous phone bill, and a lecture attendance that was quite the opposite.

Today Fine runs Fives Futbol: South Africa's largest five-a-side soccer company designed to create world-class soccer facilities across



career, Ramela also represented the Cape Cobras and South Africa A. The final step for him would be to represent the Proteas — the pinnacle for most cricketers.

But Ramela's focus wasn't just on cricket. He obtained his BA degree and two honours degrees, one in philosophy and one in economics. In 2018 he achieved his master's degree in economics, with a focus on economic history.

He is now the president of South African Cricket Association.

Ramela is inspired by the possibilities that exist in our society to bring about meaningful social

transformation and provide access to quality education for all South

"Sport remains a powerful force to change young people's lives and provide access to greater opportunities. There needs to be greater investment in sport to re-ignite and harness the quality in our country. The future of South Africa rests squarely in our hands. For us to succeed,

we need decisive leadership and a coordinated effort from the business community, civil society, sporting bodies and government. I hope to be at

the epicentre of positive change within my community," says Ramela.

– Linda Doke

ADAM FINE (28)

CEO and founder of Fives Fulbol



eadamfine5

the country for the use of all. The company has partnered with top investors, sponsors and landlords, and — together with a growing team — has built a nationally recognised brand. With 50 000 monthly players operating on 18 sites in five provinces, all from a zero base, the company is thrivina.

Over the next few months Fives aims to double their players, add McDonalds as their title sponsor and build a pipeline of sites reaching farther afield to in-need communities.

"Sport is hugely important for social cohesion, instilling a passion in young people, boosting health and levelling the playing field in terms of opportunities. Madiba said it best: 'Sport has the power to change the world."

Fine has always held that doing business in a developing environment must involve giving back. With Fives, this means free use, financial support, employment and empowerment programmes for the underprivileged. The company also acts as a platform for NGOs. Together with shareholders, Fives helps fund teachers at Sinenjongo school, professionally runs the Western Cape Learners with Special Educational Needs league at no cost, and donates soccer balls with Totalsports annually.

In a few months, Fine's team will be running Fives operationally without him. This is a testament to their hard work and dedication. But Fine loves his job, particularly the commercial, entrepreneurial side. He and his business partner might start a few other ventures in 2020, some closely associated to Fives and others wildly different. But balance will become his main focus, and choosing what he does, how he does it and with whom he does it with. — Shaazia Ebrahim

ONGEZIWE ZONDANI (31)

Live Sports Content Producer



@MissOngi

ngeziwe Zondani is a live television content producer with Supersport, a job she's dreamed of landing since childhood.

"I'm a daddy's girl — he loves sport, so it has always been a huge part of my life. Growing up in Qhuggwarhu village in the Eastern Cape, our Sundays after church revolved around sport. First there'd be netball, followed by soccer, and then rugby would wrap the day. That's where my love for sport comes from," she explains.

Before joining Supersport, Zondani was a part-time switchboard operator for an investment company while she completed her journalism studies through Rosebank College.

Her love for sport and storytelling work in unison in her job as content producer, in which she creates storylines and puts together shows that tell a story. But her job has been so much more than that. When she arrived at Supersport as an intern 11 years ago, she would never have dreamed that she would work on seven Afcons, two Football World Cups as an assistant producer and one Rugby World Cup.

Being a woman in a male-dominated profession is not easy. Zondani says women have to work so much harder to achieve recognition.

"I'm constantly faced with the stereotypical 'you're a woman, what do you know about sport?' attitude. But I know what I'm doing, and I enjoy proving a point. I thrive in my work environment. Importantly, there's no room to be easily offended in a male-dominated industry — there's no time to cry or call for special treatment. Instead, you need to swallow the pain, get on with the job and deliver an exceptional product. I find my job so rewarding. Its challenges and the experiences they come with enable me to grow daily," she says.

Recently Zondani was videotape director on the first-ever all-women crew that produced a Nedbank Cup quarter final production.

"Lately, more and more women are entering the sports broadcasting industry and flourishing. It's fantastic to see. We women make things happen — we are life-givers, after all. Let the games continue!"—Linda Doke





MOTSHIDISI MOHONO (30)

Sports Anchor



@MotshidisiM

otshidisi Mohono's résumé is a headscratcher: How has she done so much at such a young age?

The answer, it would seem, is that she's a natural: a jack of all broadcasting trades - and a master of them all. Whether she's on radio, television or MCing, Mohono brings a dedication to her craft that is scarcely matched.

You'll probably recognise her from her regular appearances on SuperSport's rugby shows and at live matches, but rugby is a game she hasn't always been enamoured with.

Mohono has always maintained her interest in sport, but at school she dreamed of being a doctor or an accountant. At university, however, she found herself working at UJFM and stumbled upon a new career path. Soon enough she earned a gig at YFM, worked her way up, and landed on the sports desk.

Mohono's break in television arrived in 2011 when SuperSport rolled out the Lady Rugga presenter search. She finished third - but had done enough to earn the attention of the station's producers and began working in production. Again, she worked her way up and eventually found herself making regular appearances on the nation's screens.

When England rolled into town in 2018, and Siya Kolisi became the first Black player to captain the Springboks, Mohono knew she was now doing something special.

"Doing the presentation from the stadium gave a whole new dynamic," she says. "Putting together a show about the national team against another major team \dots that's the moment when I felt, 'Ja, this is it.' I'm very proud of that.

"You say to yourself, 'Wow, I get to be part of this moment.' It's really special."

Mohono won the 2018 SA Sport Awards Journalist of the Year For her work on that tour and elsewhere. It was an impressive feat for someone vet to turn 30. The award followed another she is proud of, the 2016 GSport4Girls Women in Media:

It's certain that these will not be her last honours - and her achievements so far are not sufficient for her.

"I want to be named among the best sports anchors to ever do it. That's really the ultimate goal for me," Mohono says. "But I also want my success to extend to other people. I want other journos and people in the sporting space to one day say 'I am because she was' or 'I am because she helped me'." — Luke Feltham





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