



JONATHAN GOLDBERG

Family Name: Goldberg
First Names: Jonathan
Nationality: South African
Role: Chief Executive Officer - Global Business Solutions

Language Skills:	Competence scale 1 – 5 (5 = excellent; 1 = beginner)	Reading	Speaking	Writing
English (1 st language)		5	5	5
Afrikaans (2 nd language)		5	5	5
Xhosa (basic)		1	2	1

Contact Details:

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Education:

Secondary:	
Institution (date from – date to)	Achievements:
Kingswood College Grahamstown, South Africa: 1980	<ul style="list-style-type: none">• Full matriculation exemption (JMB)• Elected Prefect• Colour awards for rugby
Tertiary:	
Degree(s) or Diploma(s) obtained:	
University of Port Elizabeth, South Africa 1983	B.Comm degree (Bachelor in Commerce)
University of Port Elizabeth, South Africa 1986	LL.B (Baccalaureus Legum) degree (final average of 72%)
University of Stellenbosch, Cape Town, South Africa 1988	Honours in Business Administration (HBA) degree (cum laude)
University of Stellenbosch, Cape Town, South Africa 1988 – 1989	Masters in Business Administration (MBA) degree (cum laude)
R.S.A. 1989 - 2010	Numerous managerial and self study courses

Membership of professional bodies:

- Member of the Transkei National Manpower Commission
- Additional Member of the Industrial Court
- Member of the Independent Mediation and Arbitration Panel of Republic of South Africa
- Panellist on Tokiso Dispute Resolution panel
- Former part time senior Commissioner of the Commission for Conciliation, Mediation and Arbitration
- Director of numerous Black Economic Empowerment businesses



- Member of the Institute of Directors
- Chairperson of Isegen (R.S.A.)
- Kingswood College Council committee
- Official Trustee and President of the Old Kingswoodian Club
- Executive member of the National Association for B-BBEE Consultants
- Master HR Practitioner in the field of Employment Relations for the South African Board for Personnel Practice

Other Skills:

Computer Skills:	Competence scale 1 - 5 (5 = excellent; 3 = average; 1 = beginner)	Rating
Microsoft: Word, Power Point, Outlook		4

Summary:

Consultant on labour law and management fields to leading companies in following areas.

- Black economic empowerment
- Mergers and acquisitions
- Legal advice
- Strategic direction
- General business solutions
- Training and development
- Research reports and opinions
- Assistance in dealing with trade unions and comprehensive in-house training
- Numerous seminars concerning labour law and legal developments
- Transformation modeling including government and parastatals
- Employment equity implementation
- Affirmative action programmes
- Presided over numerous arbitrations and mediations nation-wide
- Lectured to and advised numerous employers in implementing employment equity legislation

Control of up to 40 staff members in East London, Johannesburg, Cape Town, Durban and Port Elizabeth
Reporting directly at any one stage are 10 professional staff members.
Director and shareholder of company controlling and managing over R300 000 000 worth of commercial property.
Established and invested in numerous successful businesses.
Development of performance management measurement systems and implementation such in leading companies.
Development of software in Employment Equity and implementation in over 400 organisations.



Facilitation of numerous overseas business relocations to South Africa.
 Facilitation of business transactions in South Africa.
 Design of FreeBEE, a software package on the implementation of Broad Based Black Economic Empowerment (BBBEE) used by over 1000 establishments.
 Chairman of International Chemical Company with a turnover over R900 000 000 per annum.
 Chairman of a 200-bedroomed hotel and conference business.

Professional experience:

(date from – date to)	Position	Company
1989 – 2005	Joined as consultant. Appointed managing director. Purchased business in September 1989 - Transkei	IDEC Financial Services (Pty) Ltd
1989 – 2000	Started business in Transkei, Ciskei and South Africa. Controlled the services of three other legally qualified consultants - Transkei	IDEC Industrial Relations Consultancy
1989 – 2013	Chief Executive Officer of labour law and management consulting firm specializing in industrial relations and business consulting – East London, Johannesburg, Cape Town, Durban, Port Elizabeth	Global Business Solutions (Pty) Ltd
1989 – 2008	Director of financial planning, management consulting and regional industrial development programme business – East London	National Financial Services (Pty) Ltd
1989 – 2013	Director of property development and consulting business in control of over R300 million rands worth of proper – National	Compass Properties (Pty) Ltd
2004 – 2008	Chairperson of the Performance Audit Committee – East London	Amathole District Municipality
2003 – 2013	<ul style="list-style-type: none"> Chairperson of company which manufactures food acids with an annual turnover of more than R800 million Chairperson of Remuneration Committee – R.S.A. (2008) 	Isegen SA (Pty) Ltd
2003 – 2008	Director of black economic empowerment company which built trucks for DaimlerChrysler of South Africa – East London	Ikhwezi Trucktech (Pty) Ltd
2000 – 2013	Director of large broad based black economic empowerment company – National	Ikhwezi Investment Holdings
1992 – 2000	Member – R.S.A.	Additional member of the Industrial Court
1992 – 2000	Mediator and Arbitrator – R.S.A.	Independent Mediation and Arbitration Services of South Africa
2003 – 2013	Mediator and Arbitrator – R.S.A	Tokiso
1996 – 2000	Member – R.S.A.	Member of the Transkei National Manpower Commission
1996 – 2006	Former Senior Commissioner – R.S.A.	Commission for Conciliation, Mediation and Arbitration



1996 – 2013	Facilitator of many large business transactions with specific focus on BEE deals – R.S.A. / U.S.A. / Europe	Business – national and international levels
1990 – 2013	<ul style="list-style-type: none"> Relocation of numerous companies to South Africa Facilitation of many start up operations and joint venture in South Africa 	Business deals - International
2005 – 2011	<ul style="list-style-type: none"> Developer and senior lecturer on Executive Development Programme on Broad Based Black Economic Empowerment Senior lecturer on MBA programme 	Stellenbosch Business School – Cape Town
2005 – 2013	Developer and senior lecturer of Executive Management Programme for Broad Based Black Economic Empowerment	Wits Business School - Johannesburg
2004 - 2006	Senior lecturer	Fort Hare University - Alice
2006 - 2008	Advisory board member	Rhodes Investec Business School - Grahamstown
2003 – 2013	Council member	Kingswood College - Grahastown
2009 – 2013	Member of negotiating team on a-typical employment	NEDLAC - Johannesburg
2011 – 2013	Member of the legal task team and negotiating team from Business Unity of South African at NEDLAC	NEDLAC - Johannesburg
2005 – 2013	Master HR Practitioner – Employment Relations	The South Africa Board for People Practices
2013	Board member	National Association of BEE Consultants
2010 -2013	President of Old Kingswoodian Club	Old Kingswood Club
2013	Member	Employment Conditions Commission member in terms of the Basic Conditions of Employment Act, No 75 of 1997

Specific Projects and Achievements:

(date from – date to)	Project/position	Description
2005	Co-author	Co-author of “Cracking Broad-Based Black Economic Empowerment” 2005, the first published authority in South Africa
2008	Co-author	Co-author of “Broad-based Black Economic Empowerment. Final codes and scorecard” 2008, rework to the first publication
2000 - 2009	Design and develop software package	Design and development of Equity Expert I and II – software package
2005 - 2010	Design of software package	Design of FreeBEE, a software package on the implementation of Broad Based Black Economic Empowerment (BBEE)
2000 – 2013	Developer of Diploma in Labour Law	Leader and developer of Diploma in Labour Law
2008 – 2013	Development of Masters in Labour Law	Leader and developer of Masters in Labour Law



2008 – 2013	Developer of Certificate in Labour Law (Rhodes Business School)	Part of the team that developed the Rhodes Certificate in Labour Law
2010 ongoing	Develop and presentation of seminars	<p>Development and presentation of seminars on:</p> <ul style="list-style-type: none"> • Black Economic Empowerment • Performance Management in the context of managing people 2007 and beyond • Basic Conditions of Employment Act. • The Labour Relations Act. • The Employment Equity Act and the Skills Development Act. • How to prepare and present a winning case at arbitration. • The advanced arbitration presenters' courses. • Disciplinary and dismissal courses. • Quarterly updates on labour relations developments.
2005-2008	Compiling and publishing monthly labour law journal	Previously in charge of compiling and publishing a monthly labour law journal entitled the "Butterworth Law Reports", as well as having been the managing editors of "Employment Law" which is one of the largest labour law publications in the country.
2008-ongoing	Compiling numerous monthly editorial news brief on labour relations	Compiling numerous monthly editorial news brief on labour relations for newspapers countrywide.

Awards:

- 2012 Co-winner of the Business Person – Entrepreneur award - ABSA Jewish Awards
- 2009 Business Person of the Year (Business) – Border Kei Chamber of Commerce and Daily Dispatch
- 2009 Business of the Year Category C (turnover above 10 million) – Border Kei Chamber of Commerce and Daily Dispatch

References:

- Johann Evertse – Daimler Chrysler - Tel : +27 (0) 43 706 2102
- Fezekile Tshiqi – Nampak – Cell : +27 082 807 4365
- Enoch Godongwana – former General Secretary of NUMSA – Cell +27 0823352748
- Silumko Nondwangu – former General Secretary of NUMSA – Tel +27 11 6891700

Out of the office:

- Family time
- World economic developments



GLOBAL BUSINESS SOLUTIONS

future thinking, now

- Developments in the legal and economic field
- Social golf, tennis, squash, diving, surfing, gym and running