

1. PERSONAL DATA

Surname: Mavhidula
First Names: Azwidini Victor
Date of Birth
ID No:
Physical address:

E-mail address:

Cell:
Tel (work):
Gender: Male
Nationality: South African
Marital Status: Married
Health: Excellent
Church attended: Holiness Christian Church
Criminal Offences: None
Drivers License: Code 10 (Own car)
Home language: Tshivenda
Other languages: English, IsiZulu, Sesotho, Setswana and Tsonga

PROFESSION:

- **Admitted Attorney of the High Court of South Africa since 2005**
- **Principal – Law Clinic SAHRC Limpopo Provincial Office since 2013**
- **Appointed Curator *ad litem* by Thohoyandou High Court 2009**
- **Accredited Mediator (Conflict Dynamics) since 2015**
- **Former Member of the Institute of Directors in Southern Africa**
- **LLM Candidate: University of KwaZulu Natal (2024 final year)**

2. HIGH SCHOOL EDUCATION

High school attended: Mphaphuli High School
Postal address:

Tel:
Highest standard passed: Matric (Std 10)
Year: 1994

3. TERTIARY EDUCATION

Institution 1: University of Kwa Zulu Natal
Tel:
Degrees: **BProc and LLB (Postgraduate)**
Year: 1997 to 2001
Institution: University of Kwa Zulu Natal (UKZN)
Degree: **LLM in Constitutional Litigation**
Year: **2023 to 2024**

Short Courses/ Training

Institution 2: ML Sultan Technikon

Tel:

Course: English for Legal Professionals

Year: 2002

Institution 3: University of Pretoria

**Short Course/
Training:** Judicial Enforcement of Socio-Economic Rights in Africa

Year: 2015

**Short Course/
Training:** Training & Dialogue on Sexual Minority in Africa

Year: 2016

Institution 4: International Senior Lawyers Project

**Short Course/
Training:** 1. Trail Advocacy and Mediation (Certificate)

2. Case Management Skills (Certificate)

Year: 2012

Institution 5: REGENESYS BUSINESS SCHOOL

Tel:

Year: 2007

**Short Courses
Certificates:** 1. Personal, Team and Organizational Effectiveness Skills Course

2. Facilitation and Presentation Skills Course

3. Public Finance Management for Non-Financial

Managers Course

4. Project Management Course

Institution 6: KUMALO GREEN TRAINING

Course Completed: People Management and Supervisory Skills

Year: 2019

Institution 7: CGF RESEARCH INSTITUTE

Certificate: Understanding Good Governance in a Business Environment

Year: 2019

4. WORKING EXPERIENCE

Employer 1:	SOUTH AFRICAN HUMAN RIGHTS COMMISSION (SAHRC)
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Position: Provincial Manager (Limpopo Province)

Duration: July 2012 to date

Tel:

Responsibilities: Managing the Provincial Office.

- Assessing complaints lodged with the provincial office for alleged human rights violations,
- Investigating alleged human rights violations in the province,
- ensuring the effective execution of the mandate of the SAHRC in the Province,
- ensuring the effective processing and management of the complaints lodged with the provincial office,
- leading the investigation of high-profile complaints and conducting mediation,
- drafting and ensuring the issuing of Investigative Reports with findings and recommendations,
- developing and implementing the provincial monitoring plan,
- monitoring the implementation of the SAHRC recommendations to the Respondents,
- conducting inquiries, subpoenas, and investigative hearings
- litigating and guiding ligation at the High Court and Equality Court,
- stakeholder management in the province,
- effective promotion of human rights and observance of human rights in the province,
- conducting data collection for research purposes,
- ensuring compliance with HR and financial policies,
- Implementing PFMA and Treasury Regulations, in the province,
- Developing and implementing SAHRC Strategic Plan,
- Performance management,
- submit monthly reports to relevant Units at the Head Office,
- asserts management,
- provincial budget management,
- conducting workshops, round table discussions, dialogues, conferences, road shows and campaigns,

Employer 2	COMMISSION FOR GENDER EQUALITY (CGE) (Head Office)
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Position 1: Acting Head of CGE Legal Department

Duration: 5 years (1st September 2007 to 30th June 2012)

Responsibilities: Managing Legal Department which includes the following:

- investigating gender-related complaints,
- assessing complaints lodged with the CGE at the head office,
- ensure the effective execution of the CGE mandate in the country,
- ensuring the effective processing and management of the complaints,
- investigate high-profile complaints,
- developing and implementing monitoring plan,
- monitoring the implementation of the CGE findings and recommendations,
- conducting inquiries, investigations, and subpoena hearings
- litigating at the High Court and Equality Court,
- managing CGE stakeholders,
- ensuring Legal Department compliance with the CGE financial, HR policies, PFMA and Treasury Regulations, etc,
- managing performance and implementation of the CGE Strategic Plan and Operational Plan.
- presenting quarterly performance reports for the Legal Department to the Commissioner's Plenary,
- asserts management, managing the legal department budget allocated to the Legal Department,
- provide legal advice and opinions to Senior Management Committee and Commissioners,
- managing contracts, negotiating service-level agreements with CGE's Service Providers,
- representing CGE during appearances before Parliamentary Portfolio Committee,
- drafting CGE Complaints Handling Procedures,

Reasons for leaving: Better offer.

Employer 3:	MAVHIDULA ATTORNEYS
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Position: Managing Director

Duration: April 2009 to July 2012 (Part-Time)

Responsibilities: Practicing as an Attorney which includes the following:

- consultation with clients and taking instructions,
- Representing clients in court on civil and criminal court,
- drafting pleadings, correspondence and legal opinions for my clients,
- providing legal advice to clients,

Reason for leaving: New employer's policy.

Employer 4: COMMISSION FOR GENDER EQUALITY

Position 2 Senior Complaints Officer

Duration: (1st February 2007 to 30th June 2012)

Tel:

Responsibilities:

- Investigating and managing gender-related complaints lodged with CGE,
- Protecting and Promoting gender equality
- Monitoring the observance of gender equality,
- Providing support to legal officers in the provincial offices,
- Conducting legislative review and drafting submission,
- Stakeholder Management,
- Representing clients at the High Court and Equality Court,
- Collaborating with other Chapter 9 Institutions

Reason for leaving: Better offer

Position 3:	Acting Provincial Coordinator and Legal Officer (Free State Province)
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Duration: 1st July 2006 to 31st January 2007

Responsibilities:

- Managing the CGE Free State Provincial Office,
- Supervising all the staff members in the Provincial office,
- providing leadership to the provincial office
- providing legal advice to the public, investigating gender-related complaints,
- conducting workshops, roundtable discussions, dialogue, roadshows,
- stakeholders management,

Reason for leaving: Better offer

Employer 5:	INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)
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Position: Assistant Provincial Head (Northern Cape)

Duration: 1st May 2005 to 30th June 2006

Responsibilities

- Responsible for investigation of hi-profile complaints against SAPS members,
- Appointed to act as a Provincial Head on several occasions,
- Assisting the Provincial Head managing the IPID provincial office in the Northern Cape Province,
- Promoting the mandate of IPID in the province,
- Ensuring compliance with national Instructions by SAPS members,
- Conduction community outreach,
- ensuring compliance with the PFMA,
- Assisting in the drafting of the provincial budget, assets management, stakeholders' management,
- Managing the investigation in the province and supervising investigators in the provincial office,
- Provide training on the Domestic Violence Act to SAPS members.

Appointed to be a member of the Service Delivery Committee (Batho Pele Committee) of IPID in 2005

Reason for leaving: **Better offer**

Employer 6:	UNIVERSITY OF SOUTH AFRICA (UNISA)
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Position: **Part-Time Tutor**
Duration: January 2006 to December 2006
Centre: Kimberley
Tel: 0
Courses: **Introduction to the Theory of Law 1 and 2**
Reason for leaving: Contract expired

Employer 7:	FLUXMANS ATTORNEYS Incorporated
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Position: **Candidate Attorney**
Duration: January 2003 to 2005 (February)

Responsibilities:

- appearing in Motion Court on behalf of my principal,
- conducting bail applications, insolvent inquiry,
- providing support during private prosecution,
- providing legal advice and drafting commercial contracts for clients,

Contact person: Mr. Ari Soldatos
Tel:

Reason for leaving: Completion of Articles of clerkship

Employer 8:	CELLMAX COMMUNICATION (PTY) Ltd
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Position: **Legal Advisor**
Duration: 2002

Contact person: Mr. Gavin Koppel (CEO)
Tel:

Responsibilities:

- providing legal advice to the CEO and Managing Director, drafting and negotiating commercial contracts.

Reason for leaving:

- to serve Articles of Clerkship

Employer 9:	FC Group CC
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Position: **Legal Advisor and Human Resources Manager**
Year: 2002
Tel:

Responsibilities:

- Office Manager, providing legal advice to the company, representing the company at the CCMA and conducting disciplinary hearings,
- Reason for leaving:** Better offer

Employer 10: UNIVERSITY OF KWAZULU NATAL

Position: Tutor
Courses: Labour Law and Political Science (Faculty of Law)
Year: 2001
Tel:
Reason for leaving: Contract expired,

Employer 11: OMEGA HOLDINGS (PTY) Ltd

Position: Human Resources Clerk
Responsibilities: providing support to HR,
Year: 1996 to 2000 (part-time)
Reason for leaving: To further my studies

Employer 12: HOUSE PROUD (PTY) Ltd

Position: SALES AGENT
Year: 1996 (February to December 1996)
Tel:
Responsibilities: Selling House Proud Health Products
Reason for leaving: Better offer.

5. OTHER EXPERIENCES:

- Representing SAHRC at the NAHRIs SOGIE Committee meeting in Malawi (2020), twice in Kenya (2021)
- Representing the Commission for Gender Equality in Geneva in 2011 when the SA Government presented its CEDAW Report before the UN-CEDAW Committee
- Lecture Presentation on African Renaissance - UDW
- Presentation on South African Constitution and Human Rights Protection-SADTU Conference 2010
- Representing CGE at SAWLA Conference in Mozambique in 2007
- Invited by the Law Society of South Africa to make a presentation on the Woman's Month Workshop 2005, topic: The Impact of Domestic Violence in SA- Northern Cape.

6. COMPUTER SKILLS:

- Internet, MS Word, MS Excel, MS PowerPoint, MS Outlook (own computer)

7. AWARDS:

1. University Council Bursary 2001

2. Cellmax Communications Scholarship 2001
3. OMEGA Holdings Scholarship 1997
4. House Proud Achievement Certificate 1996

8. LEADERSHIP ROLES:

A. UNIVERSITY OF KWAZULU NATAL

2001	Chairperson	SRC Commission of Enquiry (for 2000/2001 SRC Budget) involving R1, 4 million
2000	Chairperson	S- Block Residence Commission of Enquiry
1999/ 2000	General Secretary	Black Lawyers Association Student Chapter (UDW Branch)
1998/ 1999	Deputy Chairperson	Law Student Council

B. KWAZULU NATAL PROVINCE

2001	Secretary for Steering Committee for re-launching ANC-YL UDW Branch
1999/ 2000	Provincial Deputy Chairperson SASCO KZN
1999	SASCO Deployee to the ANC-KZN Provincial Elections Committee
1998/ 1999	SASCO Regional Chairperson (Durban Region)
1997/ 1998	SASCO Information and Publicity Officer and Treasurer (UDW Branch)

9. INTEREST AND HOBBIES:

Playing soccer, chess, debating and reading

10. REFERENCES:

1. Name: Mulalo Ronald Razwinani
Organization: Premier Soccer League (PSL)
Position: Company's Secretary
Email:
Tell:
Cell:

2. Name: Adv. LC Nemukula
Organization: Polokwane Society of Advocate
Position: Practicing Advocate
Email:
Cell:

Employment References

Name: Adv. Tseliso Thipanyane
Company: South African Human Rights Commission
Position: Former CEO
Cell: