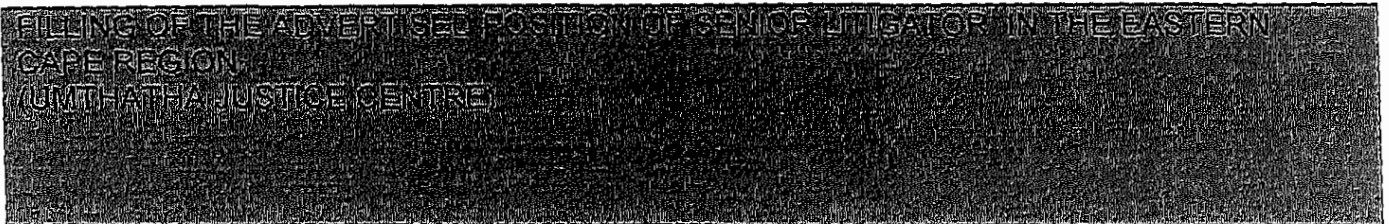


**TO: HUMAN RESOURCES EXECUTIVE**

**FROM: Thenjiwe Magazi**

**DATE: 24 May 2010**

---



## 1. PURPOSE

The purpose of this recruitment process is to fill the vacancy of the Senior Litigator Position in Mthatha Justice Centre in the Eastern Cape region, taking into consideration the Employment Equity status of the region.

## 2. BACKGROUND

2.1 The above-mentioned position was advertised internally and externally and 11 applicants were received and 5 applicants were short listed and were considered for the interviews as they met the minimum requirements of the position. One (1) candidate did not show up for the session.

2.2 The incumbent must be able to show the following:

- Admitted as an Attorney/Advocate
- B Proc or LLB degree with right of Appearance in the High Court
- At Least 10 years post qualification, litigation experience (both criminal and civil) of which 5 years must be high court experience.

The following dimensions were considered when assessing the candidates, experience in trials, court procedure, ability to lead and delegate, ability to take decisions, knowledge and application of the law, culture fit and demonstrated by practical experience, communication ability and administrative ability.

Five (5) candidates were interviewed by the panel which consisted of the following members from Eastern Cape Region.

- Themobile Mtati - Regional Operations Executive
- Thenjiwe Magazi - HRM
- Lynette Franklin - Justice Centre Executive

**3. THE INTERVIEWS PROCEEDED AS FOLLOWS:**

The selection panel conducted the interviews by using the standard interview questionnaires. The score was out of 55.

The results are shown in the table below

NAME OF CANDIDATE	TVM	LF	TLM	Percentage
Nzame Skibi	41	32.5	40	68
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

**4. THE RESPONSES ARE AS FOLLOWS:**

**4.1 Nzame Skibi:**

Nzame posses an LLB and B Juris Degree, he was admitted as an advocate in 1999. He has been in the legal field for 11 years and is currently employed as a Senior Litigator in Mafikeng JC. He is familiar with the requirements of the job and managed to articulately apply his mind when responding to questions posed to him as he occasionally substantiated his responses with relevant examples. He has appeared in the SCA on a number of occasions. He is recommended for this position.



[Redacted]


[Redacted]

4.4

[Redacted]

**5 RECOMMENDATION**

Nzame Skibi came across as a strongest candidate as compared to others in terms of the knowledge, experience and the understanding of what the job entails. He has the advantage as he is currently occupying the same position. He has the most court experience as compared to other candidates and has appeared at the SCA on a numerous occasions. His appointment will also personally benefit him as he will be closer to his family in Bizana. He is recommended for this position.

  
996 24

-----  
Thembile Mtati – Regional Operations Executive

-----  
Thenjiwe Magazi- Regional HRM

-----  
Lynette Franklin – Justice Centre Executive

NAME	RECOMMENDATION ACCEPTED	NOT ACCEPTED	DATE
NOE : Brian Nair			
HRE: Amanda Clark			