



Mrs Karuna Naidu
Cert. Dir. (IODSA), MBA (DMU.UK)
INED

Johannesburg, South Africa
karuna.cgls@gmail.com • +27 645160877

Business Operation Executive, Governance, Risk and Compliance Advisor

I am an ethical professional with a commitment to hard work, innovative thinking and making a difference. I have gained worldly practical and comprehensive analytical skills and experience. Exposed to global and local markets I enjoy working with teams and in collaboration with companies.

My mantra is 'Get the Job done to the best of your ability, always ensure client satisfaction'.

With exceptional administrative and organizational skills, in addition to outstanding communication and interpersonal skills have enabled me to perform and create enjoyable and beneficial business relationships.

As an accomplished professional, I have provided company CEOs', and directors' support in the development and implementation of strategy, policy, risk assessments, social, and economic governance advisory and have performed board and director evaluations, built-in governance evaluations system benchmarked against international best practices and standards.

BOARD POSITIONS

PROFMED REMCO: Independent Trustee (appointment 01/22- current)

RUSTMO 1 Solar Energy Board: Independent Non-Executive Director:

(Appointed 01/2020 – 12/2022) – Chairperson of the Board (01/2021 – 12/2021)
responsible for transformation and oversight to a fully functional board, CEO KPI's

IDC MOMENTOUS Foundation & Community Trust: Independent Trustee (appointment
(08/18-12/22)

DBSA - DEVELOPMENT BANK SOUTHERN AFRICA: Independent Trustee –
Independent Power Producing Renewable Energy Projects (appointment 08/21)

KEY ACHIEVEMENTS

- ◆ Governance Systems: Built In-house performance evaluation system for the Department of Environmental Affairs. A first in SA that was benchmarked against global and governance standards on best practices and risk assessments that included the UK CODE, NEPAD, Turkey & Germany (2018-2020).
- ◆ Fraud and Risk Management identified fraud at De Montfort University, Southern Africa. Managed and evaluated a case of negligence against First National Bank. Case was won successfully at the Pretoria High Court. This resulted in great dividend returns to the company. An historical event that changed banking policy. (2002)
- ◆ Internal analytical assessment brought financial reimbursements to COMPCARE Medical Aid. Overbilling of the scheme resulted in reimbursements to Scheme.
- ◆ **White House participation.** Participated in the 52nd **US Africa Leadership Summit in Washington DC** – Topic: Governance on the African continent (2014).
- ◆ Represented small business with the Department of Trade & Industry (DTI) to the UK, INDIA, CHINA (2009 – 2010)

CAREER EXPERIENCE

CORPORATE GOVERNANCE & LEADERSHIP ADVISORY SERVICES (CGLAS)

Providing strategy, governance advisory services. Designing strategies with improved corporate governance efficiencies. Streamlining organisation's internal structures by further identifying risks and resolving issues. Conduct effective training programmes for directors related to King codes IV, Public Finance Management Act (PFMA), Companies Act.

The following partnership of note and the work conducted:

- **K&M Chartered Accountants:** *Project Leader and project manager for the SHRA (Social Housing Regulatory Authority), to develop a corporate strategic five (5) year plan and develop Board Charters and policies in alignment with the Human Settlements Department to ensure its client, Metsweding had a viable housing development corporate plan. (2021)*
- **MICT SETA:** *independent board and director performance evaluation for the financial year 2019/2020.*
- **MAZARS Financial Auditing & Accounting: Senior Corporate Governance Advisor.** *Senior Advisor for public sector projects in combined assurance services.*

Clients:

- **Department of Environment Fisheries and Forestry (DEFF):** *developed a first for Public Sector SA, a performance evaluation system benchmarked and weighted against international best practices, i.e., for the SA Weather Services (SAWS), SA National Parks (SANPARKS), iSimangaliso Wetlands and SA National Biodiversity (SANBI).*

- **Central Energy Fund (CEF):** Write up and review of board and director assessment report.
- **National Radioactive Waste Disposal Institute (NRWDI):** Report for Mazar's to acceptable standards of governance.
- **SANEDI:** Review of the board assessment report for submission.
- ◆ **Transformation Africa:** conducted facilitation of strategic session, Balanced scorecard (2020)
- ◆ **SHANGHA CHINA COAL / JUHUA Group:** project managed supply of coal from SA to China. (2011-2015)
- ◆ **Tubatsi Platinum & Marula Chrome – IMPLATS:** induction and board and director training
- ◆ **DISCOVERY Health:** franchisee payroll management (2010)
- ◆ **Development Bank of Southern Africa (DBSA):** research and review benchmarking of State Entity board remuneration to that of Private Sector. (2007/2008)
- ◆ **The SA Diamond Board**

HORWATH LEVETON BONER (Financial Auditing and Accounting) (2009-2010)

EXECUTIVE DIRECTOR – Risk and Governance, Responsible for new business and governance and risk assessment development. Developed a Risk and Governance assessment tool for marketing to clients.

UMSOBOMVU YOUTH FUND a Developmental Financial Institution, Schedule 3B (2003 – 2006)

Project and Operations Manager: Entrepreneurship, skills development, and education.

Developed strategic programmes, risk assessments, implementation, and monitoring of performance on developmental projects. Budgets and forecasts implementation.

Skills Development & Entrepreneurship

- ◆ SMME Funding approval and enterprise risk assessment and management of national entrepreneurial projects. Youth empowerment and job creation. **Special Projects Office of the CFO/CEO**
- ◆ National Retail Offices, launched by then Minister of Labour. First retail development and business support office opened in Pretoria for the support of youth.
- ◆ Board Governance Manual: initiated and drafted the companies first Corporate Governance Manual based on King II Code on Corporate Governance.
- ◆ Consolidated departmental financial accounts and ensured smooth delivery of quarterly financial statements to National Treasury and the Department of Labour. Compilation and delivery of the company's Annual Report.

DE MONTFORT UNIVERSITY, SA (1999 – 2003)**Head of Finance**

Managed the accounts of three Southern African subsidiaries SA, Mozambique & Botswana. Produced monthly financial accounts. Quarterly consolidated financial statements for the international board. Audit. Signatory to company bank account. Turned a loss-making company to a profit generating business.

NORTHERN MEDICAL / FEDSURE MEDICAL FUND ADMINISTRATORS (1995 – 1998)

Financial Accountant for **CORPORATE SCHEMES** i.e., REUNERT, NAMPAK, SAPPI, PG GLASS, GENERAL ACCIDENT FUND.

Responsible for producing financial statements for the in-house schemes.

Managed the financial audit with external auditors. Client liaison and management to ensure client satisfaction.

Fund and Investment Portfolio Management: Managing the reserves of the scheme with various investor companies. Hedged funds, and risk assessed scheme investments. Rand/dollar exchange rates.

TRANSVAAL PHARMACEUTICAL SOCIETY (1993 – 1994)

Fund & Portfolio Supervisor: effective running of Medical Fund Administrators. Ensure client satisfaction through processing and reconciling of pharmaceutical accounts.

COMPCARE MEDICAL ADMINISTRATORS (1991 – 1993)

Client Liaison Officer: client queries and administration. Responsible for the pharmaceutical drug reconciliations. Identified overbilling due to non-adjustment of tariff increases, resulted in financial reimbursement to the scheme. Collation and capturing.

EAST COAST MEDICAL ADMINISTRATORS (1990 – 1991)

Pharmaceuticals Administrator: Verification of prescriptive drugs against pricing. Client Liaison. Reconciliation of accounts. Ensure client satisfaction. Travel to branches in provinces.

EDUCATION & CREDENTIALS

MBA - master's in business administration

- *De Montfort, University, U.K (2005)*

Certifications

- Certified Director, IoDSA (2017)
- Governance and Intergovernmental Relations, Regenesys (2004)
- Project Management Advanced, Regenesys Business School (2005)