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Fairview Golf Estate
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Western Cape
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CHRISTIAAN PIETER DU TOIT

PERSONAL DETAILS	Full name	Christiaan Pieter du Toit
	Date of birth	30/03/1982
	Nationality	South African
	Gender	Male
	Languages	Afrikaans, English (write, read and speak fluently)

PROFILE

I have completed my Bachelors Commerce (Honores), with specialisation in Internal Auditing at the University of Pretoria (TUKS) and conducted articles at one of the big four Auditing firms.

As part of my qualification, I had to complete Bachelors Commerce Financial Accounting. Today, I lodge the title as Internal and Compliance Auditor and Senior Employment Equity Consultant with 13 years' experience in the industry.

I have been involved in more than 105 intensive Employment Equity investigations from 2017 to date, of which all of them were cleared without receiving any penalties.

I am a competent speaker in my subject field and motivates any individual to address the Employment Equity Act with inquisitiveness.

EDUCATION

Afrikaanse Hoër Seunskool (Affies), Pretoria
Grade 12 (class of 2000)

Subjects: Afrikaans, English, Economics, Mathematics, Mercantile Law and Accounting.

CERTIFICATES & TRAINING COURSES

- Senior certificate, matric (2000).
 - Baccalaureus Commercii, with specialisation in Financial Accounting (2003), TUKS.
 - Baccalaureus Commercii Honores, with specialisation in Internal Auditing (2006), TUKS.
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- Speciality: Internal Auditor in the Internal Audit Risk and Compliance Services Unit.
- Member of the Institute for Internal Auditors (IIA) SA, 2006 - 2009.
- Amendments to the EEA4 – 2019 through eeMASTERclass.
- Virtual: Employment Equity Amendments, 17 March 2021 (GBS).
- Compliance essentials, 10 May 2021 to 22 June 2021, Faculty of Law, University of Cape Town (UCT).
- Employment Equity Amendment Bill, 2020, achieved on 26 November 2021 through eeMASTERclass.
- Employment Equity Committee Fundamentals (Summary of EE Act) 28 November 2021 through eeMASTERclass.
- Deemed competent on the Implementation and utilisation of EE processes, endorsed by the South African Board for People Practises (setting HR standards), 4 March 2022.
- Virtual: Employment Equity Capacitation Training, Senior Manager and Committee Training, 21 July 2022.
- Virtual: Employment Equity Act Amendments Regulations Unpacked, 31 August 2022.
- Virtual: Annual CEE Report Pop-Up Workshop (2023) - GBS

WORK EXPERIENCE

SENIOR EMPLOYMENT EQUITY CONSULTANT – EECMS (PTY) LTD

JULY 2011 - PRESENT

Duties and responsibilities:

Assist clients with full and total Employment Equity Compliance services which include the following:

- Consultation on and creation of their EAP Analysis and Employment Equity Plan.
- Chairing of Quarterly Employment Equity meetings.
- Assisting clients with the correct constituency of their Employment Equity Committee.
- Assisting clients with their annual reporting submissions to the Department of Employment and Labour
- Assisting clients that undergo a Director General review and ensuring they successfully pass the review.
- Training of clients and their Employment Equity Committee's in regards to Employment Equity matters.

BBBEE CONSULTANT - BEECONSULT

JULY 2009 – JUNE 2011

Duties and responsibilities:

This is a Senior Technical Position. Responsibilities include the following

- Consulting clients on the BBBEE scorecard
- Assist with the building of the verification file

- Auditing the BBBEE file prior to submission to SANAS accredited verification agency

INTERNAL AUDITOR – KPMG SOUTH AFRICA

JULY 2006 – JUNE 2009

Duties and responsibilities:

- Evaluating clients' internal controls and advising managers on controls to be implemented
 - Evaluating risks pertaining to specific audit objectives at numerous clients
 - Analysing operations and confirming information at various clients
 - Reviewing compliance at numerous clients
 - Drafting a risk matrix, determine risk priority and impact, and propose mitigating controls
 - Objectively and independently review controls implemented by various clients
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