

NATIONAL ASSEMBLY
QUESTION FOR WRITTEN REPLY
QUESTION NUMBER 2375 [NW2957E]
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2375. Mr T D Harris (DA) to ask the Minister of Finance:

- (1) (a) What were the selection criteria for appointing the Chief Executive Officer (CEO) of the Development Bank International (DBI), a subsidiary of the Development Bank of Southern Africa (DBSA), (b) how do the qualifications and experience of the newly appointed CEO of the DBI meet the criteria and (c) what are the names of the other candidates who competed for the position of CEO;
- (2) What (a) are the details of the assessment process with regard to the said person before he was appointed as CEO and (b) is the detailed breakdown of his remuneration package as CEO of the DBI?

NW2957E

REPLY

I am informed by the Chairperson of the DBSA of the following:

- 1 (a) The position of the CEO of DBI required a candidate in possession of strategic leadership, operational skills and expertise in managing stakeholder relations. The aforementioned areas of expertise were used as criteria to select the potential candidate for the position.
- (b) The CEO designate was found to have strong networks and relationships within the South African Development Community, all of which have been assessed as key to the success of DBI. He also displays strong analytical skills and deep understanding of national priorities which can be partly attributed to the various positions that he has occupied in government since 1994.
- (c) The candidates could not be disclosed publicly because they could potentially suffer prejudice both personally and professionally. This is a general rule of employment practice.
- 2 (a) Each of the shortlisted candidates completed comprehensive psychometric assessments based on leadership and emotional intelligence competencies. Following these assessments interviews were conducted by a Sub-Committee of the DBSA Board of Directors.
- (b) The cost to company for the CEO designate for the DBI is R2 million per annum.