

# Deborah Flannery

MBA, CA(SA), CFP, CIS



## Professional Profile

A well-qualified and analytically minded managing executive, with the ability to fine-tune detail, while not losing sight of the bigger picture. Experience includes working as head of internal audit at Capitec Bank limited, at group level at Woolworths Holdings Limited, overseeing Corporate Governance and Company Secretarial responsibilities, as well as twenty years in the audit profession, managing complex client matters as Associate Director with PwC. In addition, Deborah is an experienced project manager and accomplished training facilitator.

## Work Experience

Capitec Bank Ltd

**Head: Internal Audit** July 2018 to current

Role mandate:

Provide Capitec stakeholders with independent and objective assurance as well as key insights on governance, risks and operations to enhance the business.

Woolworths Holdings Ltd

**Deputy Group Co. Secretary & Head of Governance** January 2015 to December 2017

Role mandate:

To ensure that WHL complies with corporate statutory compliance and maintains high standards of corporate governance. Act as a central point of communication between the board of directors, company shareholders and executive management teams.

- Develop and manage best practice framework for the governance function
- Ensure compliance with the Companies Act and JSE listings requirements
- Monitor and identify strategic shifts in internal governance and the impact
- Stand in for the Group Company Secretary when unavailable
- Ensure effective board, AGM and committee meeting processes. Facilitate pre-meeting documentation and Q&A's schedules. Arrange meeting notifications, compile agendas and relevant documentation, draft resolutions etc. Manage and communicate relevant outcomes arising from meetings
- Collate and produce the Governance section of the annual Integrated Report
- Provide directors with guidance on their duties, responsibilities and powers
- Facilitate delivery of governance support to the business
- Design, implement, monitor and report on organisational feedback regarding governance practices, understanding, processes and performance
- Administration of share scheme allotments
- Budgets and financial reporting
- Liaison with attorneys, auditors and consulting firms



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Cape Town, South Africa

## Education

**B.Acc**

University of Stellenbosch  
1993

**B.Acc (Hon)**

UNISA  
1994

**South African Institute of  
Chartered Accountants**  
1995

**Postgraduate Diploma in  
Financial Planning**  
University of the Free State  
2005

**Diploma in Health Care Benefits**  
University of the Free State  
2005  
(Top Achiever)

**Company Secretarial & Governance**  
Chartered Secretaries SA  
2015  
(First prize in Corporate Financial  
Management Module)

**MBA**  
USB  
2019  
(73% average with 9 distinctions  
First prize in Corporate Finance)

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## Work Experience (Cont.)

PricewaterhouseCoopers  
Jan 1994 to December 2014

**Associate Director:** Assurance Financial Services division  
Cape Town – July 2008 to December 2014

- Manage a portfolio of audit assignments
- Co-determine the audit strategy and risk assessment of client projects
- Project manage the delivery of audit services to clients
- Provide technical guidance and direction to teams
- Address complex queries or issues
- Staff mentorship, supervision and continuous development
- Provide quality assurance reviews on audit assignments
- Manage key client relationships
- Financial management: budgets, client billings etc.
- Identify and exploit new business opportunities
- Division development, presentations and report compilation
- Recruitment of staff
- Training and facilitation

Clients included:

MMI Group, Liberty Health Group, Swiss Re Life and Health Africa Ltd, KGA Life Ltd, Naspers Medical Fund, Genesis Medical Fund and Old Mutual

**Senior Manager:** Assurance Financial Services division  
Cape Town – November 2002 to June 2008

**Manager:** Assurance Financial Services division  
London – October 1997 to August 2002

**Articles; Assistant Manager:**  
Cape Town – January 1994 to September 1997

## Memberships

South African Institute of  
Chartered Accountants (SAICA)

PwC Alumni

Certified Financial Planner institute  
(CFPi)

Rhenish Old Girls Union (Chairman)

## Key Skills

Languages:  
English, Afrikaans & Xhosa

Audit

Project Management

Budget Planning

Training & Facilitation

## Highlights

### MBA research report

An investigation of executive committee perceptions of value creation by enterprise risk management and internal audit functions in South African corporates

### DoA & LoA documentation

Detailed engagement with the business and board to revise, condense and finalise the *Delegation of Authority* and *Limits of Authority* documents

### Governance Workshop

Held weeklong workshop entitled "What does good governance mean?" for 600 attendees from HO. Programme included filmed interviews with key leadership, such as Ian Moir, Simon Susman and Zyda Rylands

### Australian Alignment

Initiated regular meetings with Australian counterparts to ensure brand and governance alignment

### Chair & Keynote Speaker

At the 3<sup>rd</sup> Annual Board Secretaries & General Counsels Africa: New Horizon in 2017

### SAICA Training

Presented training to Medical scheme Trustees & Administrators on updated Medical Scheme guides

### Publications

Contributed to PwC thought leadership publications within the medical scheme industry.  
Published article on the impact of IFRS4

### Summit TV

Interviewed by Summit TV on *The Changing Role of the Health Insurer*