



**UNIVERSITY OF CAPE TOWN**  
IYUNIVESITHI YASEKAPA • UNIVERSITEIT VAN KAAPSTAD

## **Abbreviated CV of Ms Nashira Abrahams**

### **Profile**

I hold an LLM Degree which I obtained in 2018 from the University of Cape Town, along with a Bachelor of Social Science in Social Anthropology (Honours) and a Bachelor of Social Science in Psychology and Sociology. My tenure and training through the Commission for Conciliation Mediation and Arbitration (CCMA) has afforded me the qualification as an expert Labour Law Practitioner (now accredited as a Post-Graduate Qualification), as well as an experienced Alternative Dispute Resolution Accredited Mediator, Lead Negotiator and Arbitrator.

I have a proven track record of partnering with relevant business stakeholders on all levels, to develop, implement, monitor, and execute solutions for the business, which in turn supports the business to achieve its strategic business goals. In addition, I have a demonstrated ability to proactively identify, and address people related needs and matters, to drive a healthy organisational culture and have developed a unique 21<sup>st</sup> century approach on driving performance. Skilful people leadership is key in people development practices and ensuring an organisational culture of learning in the context of the diverse needs of multiple stakeholders.

I have experience in proactively identifying and addressing people/employee/managers/client related needs and develop, advising and providing guidance to, at an executive level as well as to line managers across the full scope of organisations, specialising in Human Relations, and ensuring the correct implementation of these processes. I supported a portfolio of just over 6000 staff members and was responsible for the formulation, design and implementation of organisational development, effectiveness, and employee engagement, whilst ensuring that optimal structures are put in place to deliver effectively on the organisation's strategic objectives.

### **EDUCATION**

#### **NEUROCOACHING | Leadership Coaching | Professional Coaching Manager**

The NeuroCoach Institute: 2020

#### **LLM | Dispute Resolution | Labour Law**

University of Cape Town: 2016 – 2018

#### **CCMA COMMISSIONER TRAINING | Labour Dispute Resolution Practice**

CCMA: 2009

#### **BA Hons Social Science | Social Anthropology**

University of Cape Town: 2007

### **Certificate | Negotiation and Conflict Resolution**

Institute for International Mediation and Conflict Resolution Acadia University with the University of Cape Town: 2006

### **BA Social Science | Law Psychology and Sociology**

University of Cape Town: 2004

### **MATER LEVEL | Ayurvedic Science and Healing | Vinyasa Yoga, Kundalini Yoga, Ashtanga Yoga, Bikram Yoga, Sivananda Yoga, Restorative Yoga and Prenatal Yoga**

Arhanta Yoga Ashrams: 2005 – 2007

### **Matric | Full Exemption**

Sans Souci Girls' High School

## **EMPLOYMENT SYNOPSIS**

### **03/2022 – 05/2023: Cape of Good Hope SPCA**

HR Manager – Employment Relations, Employment Equity, Learning and Development, Remuneration and Benefits, Talent Management, Recruitment, Employee Wellness, Human Capital Operations, compliance in OHS, POPIA and PAIA.

### **03/2021 – 09/2021: Employed by WE ARE EGG**

Head of People – Human Resources and Operations.

### **09/2017 – 02/2022: LUNAR INC. (Pty) Ltd**

Managing Partner, Employment Law Specialist; Manage Consultant; NeuroCoaching.

### **03/2021 – 03/2022: WESTERN CAPE DEPARTMENT OF EDUCATION – WESTERN CAPE**

Appointed to the Employee Relations Panel of Presiding Officers.

### **11/2020 – 11/2021: WESTERN CAPE GOVERNMENT – OFFICE OF THE PREMIER**

Appointed to the Employee Relations Panel of Presiding Officers.

### **04/2019 – 08/2020: CAPE PENINSULA UNIVERSITY OF TECHNOLOGY**

Human Capital Director – Employment Relations, Employment Equity, Learning and Development, Remuneration and Benefits, Talent Management, Recruitment, Employee Wellness and Human Capital Operations.

### **08/2016 – 03/2019: WEBHELP SOUTH AFRICA**

People Services Manager South Africa.

### **10/2008 – 11/2016: CCMA**

Level A Commissioner; Western Cape Mediation and Collective Bargaining Head Commissioner; Western Cape Dispute Management and Prevention Head Commissioner; Western Cape Job Saving Unit Commissioner.