



# MOROATSHOGE “MORWA” MPHAHLELE

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## PERSONAL SUMMARY

Results-driven professional services consultant within Governance, Risk, Compliance, Information Systems assurance value-chain, Accounting, and Taxation. Morwa has 13 years of progressive internal audit, accounting and risk management expertise, including 6 years specializing in ICT/Information Systems auditing and 4 years at the Assistant Manager level. He is currently serving as Manager: ICT Audit at SASSA, leveraging advanced skills in IT risk assessment, compliance, and governance. Experienced in data analytics and data science, applying analytical insights to strengthen ICT controls, optimize audit processes, and support data-driven decision-making. He is recognized for leading cross-functional teams, driving ICT governance initiatives, and ensuring compliance with global standards.

He is seeking opportunities as a consultant or independent service provider within Accounting, Data Privacy, Data Governance, ICT Governance, and ICT Project Management across South Africa (i.e. Johannesburg, Pretoria, Durban and Cape Town), France, Italy, Germany, and the United States to contribute to organizational resilience and digital transformation.

## SKILLS

- ICT Auditing
- Data privacy
- Data Analytics
- Project Management
- Accounting Principles
- Quality Management
- Soft Skills
- Coaching
- Mentorship
- Client Relations
- Analytical Thinking
- Quality Management
- Written Communication

## EXPERIENCE AND DUTIES / RESPONSIBILITIES

**Deputy Director (Manager): ICT Audit / SASSA - South African Social Security Agency** *10/2025 - Current*

- Lead and manage a team of five, driving performance, mentoring staff, and fostering a collaborative culture that enhances productivity, service quality, and employee well-being.
- Oversee ICT audit engagements from planning to reporting, including risk assessments, control testing, methodology development, and delivery of a rolling 3-year ICT Audit Plan aligned with governance standards.
- Execute advanced data analytics by validating, cleansing, and visualizing large datasets to identify anomalies, assess data integrity, and provide actionable insights that strengthen risk management and decision-making.
- Evaluate and optimize ICT systems and tools, perform due diligence on new technologies, and produce detailed audit reports with recommendations that improve governance, compliance, and operational efficiency.

**Assistant Director (Assistant Manager): ICT Audit / SASSA - South African Social Security Agency** *06/2023 - 09/2025*

**Auditor: Risk and Compliance Audits / Gauteng Provincial Treasury** *02/2023 - 05/2023*

- Formulated system descriptions, audit programs, and working papers while performing comprehensive risk assessments on audit processes and recommending strategies for improvement.
- Delivered assurance on risk identification, assessment, and monitoring by testing governance, internal controls, and ICT risk frameworks for adequacy, effectiveness, and compliance with acts, regulations, and policies.
- Evaluated application controls, business continuity plans, and disaster recovery strategies to strengthen organizational resilience and operational continuity.

- Assessed data integrity by validating reliability, completeness, and accuracy, and prepared detailed audit reports and files for presentation and discussion with senior management.

**Senior Internal Auditor - ICT Audits** / Department of Employment and Labour

12/2021 - 01/2023

**Internal Audit Systems Analyst / Administrator** / Department of Employment and Labour

08/2020 - 07/2022

- Formulated system descriptions, audit programmes, and working papers while conducting risk-based assessments on audit processes and recommending targeted improvement strategies.
- Provided assurance on risk identification, assessment, and monitoring by testing governance frameworks, ICT risk processes, and internal controls for adequacy, effectiveness, and compliance with regulatory standards.
- Evaluated application controls, business continuity, and disaster recovery plans to strengthen organisational resilience and safeguard operational continuity.
- Assessed data integrity by validating reliability, completeness, and accuracy, and produced detailed audit reports and working papers for senior management review and decision-making.

**Acting Assistant Director: Internal Audit (IT)** / Department of Employment and Labour

05/2019 - 07/2022

- Formulated risk-based strategic rolling three-year and annual audit plans, reviewed and benchmarked internal audit methodologies and charters, and engaged with clients to define and agree audit scopes.
- Led comprehensive ICT and internal audit engagements by assessing governance, risk management, and internal controls; testing application and general controls; reviewing ICT project management, SLAs, and governance frameworks; and recommending alignment with best practices.
- Directed audit operations by allocating and monitoring resources, conducting quality assurance reviews, preparing and presenting audit reports, and representing the audit function at Audit Committees, Steering Committees, and Risk Management forums.
- Enhanced audit capabilities through configuring TeamMate software, delivering training to auditors and auditees, developing Internal Audit awareness programmes, and publishing thought leadership content to strengthen organisational audit culture.

**Senior Internal Auditor** / Department of Employment and Labour

01/2018 - 04/2019

- Developed risk-based rolling three-year strategic and annual operational audit plans, reviewed and benchmarked internal audit methodologies and charters, and collaborated with stakeholders to define and agree on audit scopes.
- Led ICT and internal audit engagements by assessing governance, risk management, and internal controls; testing general and application controls; reviewing ICT projects, SLAs, and governance frameworks; and recommending alignment with international best practices.
- Directed audit operations by managing resource allocation, performing internal quality assurance reviews, preparing and presenting audit reports, and representing the audit function at governance and risk management forums.
- Enhanced audit capability by configuring TeamMate software, delivering training to auditors and auditees, leading internal audit awareness initiatives, and publishing knowledge-sharing content to foster an organisational culture of audit excellence.

**Acting Manager: Internal Audit** / ARMS - Audit & Risk Management Solutions

09/2015 - 12/2017

- Developed risk-based rolling three-year strategic and annual operational audit plans, reviewed and benchmarked internal audit methodologies and charters, and collaborated with stakeholders to establish and agree on audit scopes.
- Led ICT and internal audit engagements by assessing governance, risk management, and internal controls; testing general and application controls; reviewing ICT projects, SLAs, and governance frameworks; and recommending alignment with international best practices.
- Directed audit operations by managing resource allocation, conducting internal quality assurance reviews, preparing and presenting audit reports, and representing the audit function at governance and risk management forums.
- Enhanced audit capability by configuring TeamMate software, delivering training to auditors and auditees, driving internal audit awareness initiatives, and publishing knowledge-sharing content to build a culture of audit excellence.

**Junior Manager: Internal Audit / ARMS - Audit & Risk Management Solutions***07/2014 - 08/2015*

- Developed risk-based rolling three-year strategic and annual operational audit plans, reviewed and benchmarked internal audit methodologies and charters, and collaborated with stakeholders to define and agree on audit scopes.
- Led ICT and internal audit engagements by evaluating governance, risk management, and internal controls; testing general and application controls; reviewing ICT projects, SLAs, and governance frameworks; and recommending alignment with international best practices.
- Directed audit operations by managing resource allocation, conducting internal quality assurance reviews, preparing and presenting audit reports, and representing the audit function at governance and risk management forums.
- Strengthened audit capability by configuring TeamMate software, delivering auditor and auditee training, leading internal audit awareness initiatives, and publishing knowledge-sharing content to foster a culture of audit excellence.

**Audit Supervisor / ARMS - Audit & Risk Management Solutions***01/2014 - 06/2014*

- Developed risk-based rolling three-year strategic and annual operational audit plans, reviewed and benchmarked internal audit methodologies and charters, and collaborated with stakeholders to define and agree on audit scopes.
- Led ICT and internal audit engagements by evaluating governance, risk management, and internal controls; testing general and application controls; reviewing ICT projects, SLAs, and governance frameworks; and recommending alignment with international best practices.
- Directed audit operations by managing resource allocation, conducting internal quality assurance reviews, preparing and presenting audit reports, and representing the audit function at governance and risk management forums.
- Strengthened audit capability by configuring TeamMate software, delivering auditor and auditee training, leading internal audit awareness initiatives, and publishing knowledge-sharing content to foster a culture of audit excellence.

**Senior Internal Auditor / ARMS - Audit & Risk Management Solutions***07/2013 - 12/2013*

- Developed risk-based rolling three-year strategic and annual operational audit plans, reviewed and benchmarked internal audit methodologies and charters, and collaborated with stakeholders to define and agree on audit scopes.
- Led ICT and internal audit engagements by evaluating governance, risk management, and internal controls; testing general and application controls; reviewing ICT projects, SLAs, and governance frameworks; and recommending alignment with international best practices.
- Directed audit operations by managing resource allocation, conducting internal quality assurance reviews, preparing and presenting audit reports, and representing the audit function at governance and risk management forums.
- Strengthened audit capability by configuring TeamMate software, delivering training to auditors and auditees, leading internal audit awareness initiatives, and publishing knowledge-sharing content to build a culture of audit excellence.

**Internal Auditor / ARMS - Audit & Risk Management Solutions***11/2012 - 06/2013*

- Developed risk-based rolling three-year strategic and annual operational audit plans, reviewed and benchmarked internal audit methodologies and charters, and collaborated with stakeholders to define and agree on audit scopes.
- Led ICT and internal audit engagements by evaluating governance, risk management, and internal controls; testing general and application controls; reviewing ICT projects, SLAs, and governance frameworks; and recommending alignment with international best practices.
- Directed audit operations by managing resource allocation, conducting internal quality assurance reviews, preparing and presenting audit reports, and representing the audit function at governance and risk management forums.
- Strengthened audit capability by configuring TeamMate software, delivering training to auditors and auditees, leading internal audit awareness initiatives, and publishing knowledge-sharing content to build a culture of audit excellence.

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## EDUCATION

### CISA - Certification in Information Systems Audit

10/2025

Information Systems Audit and Control Association (ISACA)

Currently in progress

### BSc: Informatics

01/2024

University of South Africa (UNISA)

### BCom: Accounting

01/2012

University of Johannesburg

### Grade 12 (Matric)

01/2009

Northern Academy Secondary School - Polokwane

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## PROFESSIONAL BODIES

- Information Systems Audit and Control Association (ISACA), 1410705
  - Institute of Internal Auditors (IIA) - South Africa Region, 32395520
  - Institute of Internal Auditors (IIA) - Global, 1910221
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## KNOWLEDGE AND USE

- IIA Standards
  - ISACA IT Audit Framework (ITAF) standards
  - COBIT 2019
  - PMBOK
  - PRINCE2
  - ISO 27001
  - NIST
  - DPSA Corporate Governance of ICT (CGICT) Framework
  - Protection of Personal Information Act (POPIA)
  - National Cloud and Data Policy
  - National Cyber Security Policy Framework
  - Public Finance Management Act No. 1 of 1999 and its Treasury Regulations
  - Public Service Act and Regulations
  - National Treasury Public Sector Risk Management Framework
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## AUDIT EXPOSURE

- Assurance
  - Consulting
  - Follow-up reviews
  - Information and Communication Technology Audits (ICT General Controls, Application Controls, ICT Project Management, ICT Risk Management, ICT Governance and Strategy, ICT Contracts and Outsourcing, Business Continuity and Disaster Recovery, Information Security, Physical and Environmental Security, Cyber Security, Active Directory, Internal and External Network Vulnerability Assessment, SDLC, Databases and Data Analytics)
  - Regulatory Audits (Compliance, Financial, Performance Information, Governance, Risk and Operational efficiency)
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## PROFESSIONAL ACHIEVEMENTS

- 07/01/25, I was Data Analyst Manager/Lead in identifying fraud within the social grant management value that has led to a reduction of 90% double dipping grant payments.
  - 07/01/22, I was Audit Team Lead of 60% of audit engagements that the AGSA placed reliance on Internal Audit reports annually.
  - 02/01/21, Recommended strategies that increased audit system usage by 15%, leading to improved productivity and value for money.
  - 05/01/19, Mentored, coached, and supervised a team of 5 Internal Audit personnel.
  - 08/01/17, I was part of the 2016/17 Annual Financial Statements preparation team (contracted as a Deputy Director) that assisted the Department of Home Affairs to obtain its second unqualified audit opinion since 1994 by AGSA.
  - 10/01/16, Contributed to the reduction of negative external audit findings by 60% within Asset Management of Ngqushwa Municipality.
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## DRIVERS LICENSE

Yes, 10 or C1, 09/01/12

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## LANGUAGES

- English
  - Sepedi
  - Afrikaans
  - Sesotho
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## REFERENCES

- Mr. Mthokozisi Hlatshwayo, Current senior manager, SASSA, +27 12 400 2381 / +27 71 190 3727
  - Ms. Malekgotla Nkuna, Former chief auditor, Department of Employment and Labour, +27 12 309 4336 / +27 82 384 5280
  - Mr. Sithembele Mtemekwana, Former manager, ARMS Audit, +27 73 393 4006
  - Ms. Refilwe Mafolo, Former financial reporting client, Department of Home Affairs, +27 76 041 0392
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## SHORT COURSES

- Diligent (through SurTech), 2023, 3 months, Basic concepts, Scripting and Advanced ACL (Audit Command Language)
  - Institute of Internal Auditors, 2020, 3 days, IT and Cyber Risk Assessment
  - National Treasury, 2020, 1 week, How to Develop Risk Based Internal Audit Plans
  - Enjo Consultants, 2020, 2 months, Mentoring and Coaching Programme
  - Analytix Academy, 2019, 1 week, Planning and Conducting IT General Controls Reviews
  - Institute of Internal Auditors, 2019, 1-week, Organisational Risk Management Process Review
  - National School of Government, 2018, 7 months, Programme for the Monitoring and Evaluation Practitioner
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## PERSONAL INFORMATION

- Disability: None
- Ethnicity: African
- Date of Birth: 06/13/91
- Gender: Male
- Nationality: South African