

Leaders of tomorrow

Profiling young professionals in the South African fishery

The scope of his job at I&J has grown significantly over the past five years, but Human Resources Manager, Innocent Nkosi Dwayi, continues to improve his academic qualifications. Later this year he will complete a Master's degree in Business Leadership, a three-year programme offered by the Graduate School of Business Leadership in Gauteng.



"The degree provides a business perspective in support of my human resources background," he explains.

A punishing work and study regime is nothing new to Innocent. He achieved a Bachelor of Technology degree from Cape Peninsula University of Technology while working full time as a security guard, often travelling directly from a night shift to attend a full day of lectures. He later completed a postgraduate qualification in management from the prestigious University of Cape Town Business School.

While he was studying, Innocent gained valuable exposure to the HR environment by working as an intern at Naspers. After he graduated, he continued his association with Naspers until he secured a job at Teletech SA, a call centre business. Before joining I&J, he worked as an Employee Relations Specialist for Sun International.

Although Innocent was appointed as HR Manager at I&J's Primary Processing factory in Woodstock, he quickly transferred to Cape Town Fishing where he has been since 2014.

"It was a good move," he says reflectively. "This is a highly unionised environment and I was required to build a relationship with three different trade unions and quickly understand a very complex remuneration system."

In addition to his job as HR Manager, Innocent is also Group Employee Relations

Manager for I&J. In this role he supports and advises the HR department on labour relations matters and is often called to assist with matters that affect other business units, including the Danger Point Abalone Farm near Gansbaai where I&J employs approximately 150 people.

Innocent currently serves on the executives of the South African Fishing Industry Employers Association and the Bargaining Council for the Fishing Industry. He also attends meetings of the South African Deep Sea Trawling Industry expertise on labour relations matters is called for. In his role as a director of Umsobomvu Fishing – I&J's squid fishing joint venture based in Port Elizabeth – he has been exposed to the functions and responsibilities of a management board.

"All these opportunities have grown out of my move from Woodstock to Cape Town Fishing," says Innocent, adding that he is comfortable and happy working with seagoing workers.

"If you respect what fishermen do, they will welcome you."

Asked about his plans for the future, Innocent says his short-term goal is to finish his studies. Once he has achieved his qualification he intends to learn all he can about the fishing industry and develop his career.

"Fishing is very unpredictable," he notes, "it's got so many variables – weather, politics, economics and currency fluctuations. This means there is always something to learn and I intend to enjoy the environment and learn as much as I can."



52 members unlocking the value
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SADSTIA South African Deep-Sea Trawling Industry Association