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Natalie Singer in a Nutshell

- BA: Communications & English and various industry-related qualifications
- Founder of Talent3sixty, specialist talent management consulting and training business
- Ran a successful recruitment agency, Thembeke Consulting, in Durban 2003 - 2007
- CEO of professional body for staffing, APSO from 2007 - 2014
- Under my leadership APSO won the inaugural South African Chamber of Commerce & Industry (SACCI) Association of the Year award in 2011
- Elected to the Board of the global industry representative body International Confederation of Private Employment Agencies (CIETT), now known as World Employment Confederation, in the role of Africa & Near East Representative. In this capacity I participated in a range of global programmes including as a subject matter expert and mentor for the industry at an ILO funded project held in Turin, Italy in 2010.
- I researched and authored the industry's position paper on the economic impact of the 2010 proposed labour law amendments, submitted to Parliament and NEDLAC
- Served on the Joint Initiative for Priority Skills Acquisition Importation Advisory Group in 2009 and received special acknowledgment from the Presidency in this regard.
- Currently serve on the Confederation of Associations for the Private Employment Services (CAPES) Executive, including as a member of the Bilateral Task Team with Department of Labour. In this capacity involved in a range of initiatives for the recruitment industry including securing effective regulation and enforcement
- Regular appearances in various publications (articles) and on TV and radio
- Judge in the Times Media Annual Recruitment Awards since 2007
- One of 12 global industry experts invited to present at the global recruitment conference, Big Biller Summit
- Presented at various local (and global) conferences and events speaking on recruitment, talent management, world of work, equal pay for work of equal value, labour law amendments etc.
- Editor of quarterly recruitment industry magazine, APSOgram, 2006 – 2015
- Conceptualisation, coordination and management of several profitable annual staffing industry conferences
- Awarded APSO Founders Cup in 2006 in recognition of my services as a volunteer (2003 – 2007)
- Successfully secured APSO recognition by SAQA as the Professional Body for the South African Staffing industry including scoping & registration of three professional designations
- Created & delivered various talent management/recruitment training workshops, webinars, e-learning etc
- Co-designer of all learning material for two industry skills programmes, Employment Services Business Management Programme (NQF 5) and Management Development Programme for Employment Services Professionals (NQF 7) run in conjunction with WITS. Facilitator of some modules on these programmes too.
- Regular facilitator for leading labour law consultancy Global Business Solutions, conducting in-house and public training on range of subjects including, Employment Equity, Negotiation, Coaching & Mentoring, Project Management, Train-the-Trainer, Skills Development Facilitation, Recruitment & Selection, Effective Discipline
- Member of Umkomaas Golf Club (7.6 HI) since 1997 & holder of 10 Ladies Club Championship titles
- Represented Southern KZN Ladies golf team 2006 – 2012 & re-selected in 2015, and again 2017, 2018 after two breaks due to having my sons (6 times Regional Champions)
- Winner of the 2006 and 2017 KZN Ladies Interclub Championships
- 2011 KZN Ladies Silver Division Champion (provincial golf)
- Qualified Cricket Scorer and Umpire