

RESUME

CHARLES DAVID NUPEN

Charles Nupen is an attorney and an Alternative Dispute Resolution specialist.

At the commencement of his legal career he served as a staff attorney at the Legal Resources Centre, South Africa's first public interest law firm,

From 1987 to 1995 he served as the National Director of the Independent Mediation Service of South Africa.

In the early 1990's, during a time of heightened political conflict, he chaired the Soweto Peace Committee.

In 1994 he was appointed as a commissioner of the Independent Electoral Commission which oversaw South Africa's first national democratic elections.

In 1995/6, under the auspices of the International Labour Organisation (ILO) a Geneva based UN agency, he served as chief technical adviser in the establishment of the Commission for Conciliation Mediation and Arbitration, South Africa's first national public dispute settlement agency, and then served as the CCMA's first executive director.

From 1998 to 2008 he directed technical co operation projects in Africa for the ILO

He has facilitated labour law reform projects and the establishment of several national dispute settlement agencies in Southern African countries.

He has conducted conciliation and mediation training in South Africa, the Philippines, Italy and the Republic of Ireland.

He has presented at International Conferences in the USA, the Republic of Ireland, Jordan, Italy, Australia, Japan and South Africa.

Since 2008 he has been consulting in the field of employee relations and has been involved in high level interventions to resolve commercial disputes, labour disputes, and to address dysfunctional relationships and systems in corporate settings and in professional service firms. He has in recent times addressed pathologies which beset workplace relationships which involve a range of remedial interventions. He has conducted numerous strategic planning processes. He has also managed major multi stakeholder negotiations in both the public and private sectors.

He is the executive chairman of a consulting company Stratalign.

In addition to his consulting practice, in 2013 he recommenced legal practice in the firm Harris Nupen Molebatsi Inc.

He is a Centre for Effective Dispute Resolution (UK) accredited commercial mediator, and he has served as an adjunct professor of law at the University of Cape Town.

In April 2022 he was awarded an Honorary Doctorate in Law by the University of the Witwatersrand

He serves on the board of Resource Africa an NGO committed to promoting sustainable natural resource management to benefit rural communities in Southern Africa and serves on the board of Ububele an NGO servicing early childhood development and mental health needs in Alexandra Johannesburg.