



Personal Information

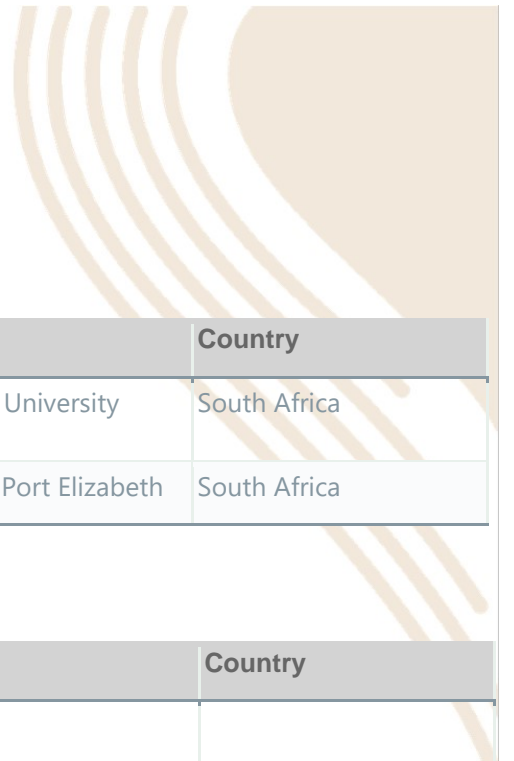
Title:	Ms
First name:	Gretchen
Surname:	Arangies
Contact number:	+27 (0)21 918 4185
E-mail address	mm2@belpark.sun.ac.za
Organisational role:	Professional Administrative Staff
Organisational position:	Chief Operations Officer
Area(s) of expertise:	Management and administration, finances, human resources

Executive Profile

Ms Gretchen Arangies is the Chief Operations Officer at the University of Stellenbosch Business School (USB). She is responsible for financial planning and management, human resource management, and facilities management. She has over 26 years' experience in human resources management, 23 years of which in Higher Education. Prior to being appointed to the USB, Ms Arangies was Director of Human Resources at Stellenbosch University. Ms Arangies currently serves on the Council of Stellenbosch University.

She graduated with an MBA from the USB in 2008. She obtained her BComm from the University of Port Elizabeth, now Nelson Mandela University. She has a passion for learning and is regularly involved in seeking new opportunities and taking interventions to utilize systems to its full capacity and continuously improve the processes around that. Ms Arangies is also skilled in, amongst others, business process management, systems management, leadership development, change management and performance management.

In 2012, her winning submission to the Global AMBAssador Challenge awarded her the opportunity to represent AMBA at the Global Compact (PRME) conference in Rio.



Education

Year	Degree	Field of Study	University	Country
2008	MBA Cum Laude	Business Management and Administration	Stellenbosch University	South Africa
1987	BComm	Business	University of Port Elizabeth	South Africa

Academic honours and awards

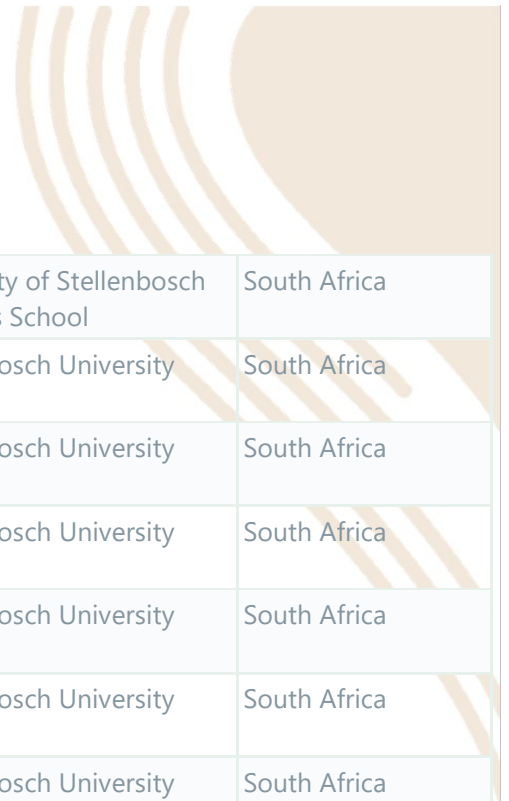
Year	Honour/Award	Honour/Award Description	Country
1991	Performance awards	since 1991	
	Achievement award	Best MBA student in class in People Management and Information Management	
	Rector's Awards	for Excellence in Service Delivery, Stellenbosch University	

Membership of professional and scientific organisations

Organisation
Member: Council of Stellenbosch University
Member: Human Resources Committee of Council
Chairperson: Disciplinary Committee of Council
Member: Board of Trustees of Stellenbosch University Retirement Fund
Member: Corporate Governance Committee of Stellenbosch University Retirement Fund
USB Management Committee
Chairperson: Bellville Park Campus Management Committee
Chairperson: Bellville Park Campus Administrative Committee
Chairperson: BPC Information Technology Committee

Academic and Professional Experience

Commencement date	End date	Position	Institution	Country
2014/09/01	2017/12/31	Chief Operating Officer	University of Stellenbosch Business School	South Africa
2013/11/01	2017/12/31	Head: Management Services	University of Stellenbosch Business School	South Africa
2013/07/01	2014/08/31	Interim Management Team, USB Director	University of Stellenbosch Business School	South Africa



2012/07/01	2013/10/31	Seconded as Head	University of Stellenbosch Business School	South Africa
2008/02/01	2012/06/30	Director: Human Resources (Operations)	Stellenbosch University	South Africa
2004/01/01	2008/01/31	Manager: Human Resources (Operations)	Stellenbosch University	South Africa
2000/01/01	2004/12/31	Manager: Human Resources (Administration)	Stellenbosch University	South Africa
2000/01/01	2001/12/01	Principal Human Resources Officer	Stellenbosch University	South Africa
1993/06/01	1999/12/31	Senior Human Resources Officer	Stellenbosch University	South Africa
1989/03/01	1993/05/31	Human Resources Officer	Stellenbosch University	South Africa
1986/11/01	1989/02/28	Financial Officer / Human Resource Officer	Medi Clinic Corporation	
1985/01/01	1986/10/31	Financial Officer	Trust Bank	

Title	Authors	Publication	Publication Date
Journal Article			
Growing a sustainable business	Arangies, G	Ambition	2012
The relationship between productivity and salary increases	Arangies, G, Hamman, WD, Steyn-Bruwer, BW & Mlambo, C	Management Dynamics, 18(4), 29-39	2009
The value-added statement: An appeal for standardisation	Arangies, G, Mlambo, C, Hamman, WD & Steyn-Bruwer, BW	Management Dynamics, 17(1), 31-43	2008