

# DealMakers<sup>®</sup>

## WOMEN 2025



Women of SA's M&A and Financial Markets Industry



**Marylou Greig**  
Editor

Each year on Women's Day, we pause to honour the courage, strength and resilience of women, both past and present, who have broken barriers and paved the way for future generations. In South Africa, this day holds deep historical significance, rooted in the 1956 march of 20,000 women to the Union Buildings in protest against unjust laws. It serves as both a tribute and a call to action; a reminder of how far we've come, and how much further we must go.

Within the South African M&A and financial markets industry, women continue to make strides, often quietly, often against the odds. This sector, long dominated by men, is slowly but surely beginning to recognise the immense value women bring to the table: not only through skill and insight, but through leadership, empathy, resilience and collaboration.

This collection of profiles and personal reflections is a celebration of those women. Each voice is unique, and each journey distinct, but common threads emerge; work hard, believe in yourself, and embrace the guidance and support of others. These stories are rich with lessons: from overcoming doubt to navigating complex deals, from building credibility to mentoring others in the quest to advance the visibility and influence of women in this industry.

It is our hope that these pages serve as more than just a showcase; that they be a source

# FOREWORD

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of inspiration to young women considering careers in finance, law or dealmaking. We hope that they offer encouragement to those who are navigating their own path, and serve as a reminder that they are not alone. Others have walked this road and thrived.

Let this be both a recognition of remarkable women and a beacon for the next generation.

This fifth edition of the feature will be released at the third DealMakers Women's Day networking event, which builds on the previous two years' success and will once again include a panel discussion. This year's panel members are Jo Mitchell-Marias, a Partner in Restructuring, Turnaround & Performance Improvement at Deloitte Africa; Amalia Lui, a Partner at Clyde & Co Tanzania; Shireen Motara, Founder and CEO of The Next Chapter Studio; Soria Hay, Founder and Head of Corporate Finance at Bravura; and Titi Sekhukhune, co-Founder and Partner at Infinite Partners.

My grateful thanks go to this dynamic industry for the continued support and participation in this feature and the networking event. And to my own team, who themselves are women juggling many roles, for their dedication and excellence in compiling this discourse – a collaboration and testament to the talented and resilient women in this space. 🙌

## CONTENTS

3	Panellists - Women's Event
4	Absa CIB
12	Baker McKenzie
21	Bravura Group
22	CDH South Africa
36	Deloitte Africa
44	DLA Piper
49	ENS
57	Investec Bank
63	Nedbank CIB
62	The New Chapter
76	Niche Advisory
78	Nolands Capital
79	Norton Rose Fulbright
80	Poswa
83	PSG Capital
86	Questco
88	Rand Merchant Bank
96	Standard Bank
104	Tamela
106	Vani Chetty Competition Law
107	Webber Wentzel

The feature is available for download - [www.dealmakerssouthafrica.com](http://www.dealmakerssouthafrica.com)

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## VIDEOS

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# Q&A

## Tash Nemusese

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Nolands Capital

### What initially drew you to a career in M&A or corporate finance?

Coming from an academic background, I was initially focused on research, analysis and the structured problem-solving skills that naturally align with the demands of corporate finance. What drew me to M&A specifically was the dynamic and high-stakes nature of the work. I'm fascinated by how financial decisions today influence long-term outcomes, with each transaction presenting its own unique challenges and strategic nuances. What keeps me engaged in M&A and corporate finance is the dynamic blend of strategic thinking, analytical depth and tangible impact. There's something incredibly motivating about knowing that your work doesn't just move numbers – it can reshape entire industries and define the future direction of businesses and industries.

### What was your first deal or transaction like, and what did you take away from it?

My first deal at Nolands Capital was a trial by fire, in the best possible way. I had just walked into the office for the very first time when I was asked to support senior team members on what would ultimately become the 'Private Equity Deal of the Year.' I won't lie; I was nervous. When the stakes are that high, the fear of making an error feels ten times heavier. But in a team that's pushing to deliver nothing short of excellence, you quickly learn that self-doubt has no seat at the table. I had to trust my training, ask the right questions, and stay locked in. The biggest takeaway? The learning curve in M&A is steep, like, mountaineering steep – but your willingness to learn (and Google at lightning speed) can make the climb a lot smoother. That experience taught me that growth comes from pressure and that it's okay to feel nervous, as long as you don't let it stop you from performing.

### How have you built resilience in a high-pressure, male-dominated environment?

Resilience, for me, has been about knowing my worth and reminding myself daily that I belong here. In high-pressure, male-dominated environments, it's easy to feel the need to overprove yourself, but I've learnt to shift that energy into quiet confidence and delivery. I've built resilience by staying grounded in preparation and leaning into more senior members of the team who have a wealth of knowledge. Early on, I realised that competence has no gender; results speak louder than stereotypes. There have been moments of doubt, but each time I've delivered under pressure or navigated a difficult piece of work, it reaffirmed that I not only have the right to be at the table, I have value to add.

### What does self-care look like for you, and how do you prevent burnout?

For me, self-care is about intentional pauses, taking a step back to reset mentally, emotionally and physically. In a fast-paced industry like ours, it's easy to glorify burnout, but I've learnt that productivity without balance is not sustainable. I'm so lucky to be working with a team that truly understands the importance of pausing, breathing, and then taking off again. Not everyone has the opportunity to work with such amazing people, and I don't take that for granted. The goal isn't just to keep going, it's to keep going in a sustainable manner, with intention and care.

### What advice would you give to your younger self starting out in this field?

I would tell my younger self: 'trust your voice, ask the question, and stop waiting to feel 'ready.' The M&A field will challenge you, but that's exactly where the growth happens. You do not grow when you are comfortable. You don't have to know everything to belong here; you just need the willingness to learn, the discipline to deliver, and the confidence to keep showing up, even when it gets tough. Finally, remember to pace yourself, protect your peace, and surround yourself with people who remind you why you started.

### What keeps you motivated on tough days?

The light at the end of the tunnel is a glass of wine, a good playlist, and the satisfaction of having made it through another challenging, but rewarding, day.

### How can we get more women into the corporate finance space?

The corporate finance world can be daunting as it's still very much male-dominated, and the ongoing concerns around work/life balance continue to steer many women away from the industry. To change this, we need to make corporate finance more visible and accessible to women from an early stage. That means real mentorship, intentional representation, and real and honest conversations about what a career in this industry truly entails. This is not just the demanding hours, but also the opportunities for impact, strategic thinking and long-term growth. It's not enough to open the doors; there needs to be a culture shift. I've seen firsthand how impactful it is when a woman walks into a room and sees someone who looks like her, taking up space. It immediately makes that aspiration feel real and achievable. So, the goal isn't just to bring more women into corporate finance, it's to make sure they're supported, empowered, and given the space to stay, thrive and lead. 🙌

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