



25 October 2018

The following vacancy exists at NSFAS in Cape Town

POSITION	Chief Financial Officer (CFO)	REM LEVEL	15
DEPARTMENT	Finance	REM PACKAGE RANGE	R1 446 378 – R1 629 348

1. POSITION OVERVIEW

1.1 Reporting to the Chief Executive Officer, the CFO is responsible for ensuring NSFAS compliance with the PFMA and related legislation, Treasury requirement and relevant King IV requirements. The CFO is also responsible for budget management, minimizing financial risk, forecasting financial needs, cost benefit analyses, financial reporting and tracking cash flow.

2. KEY STRATEGIC RESPONSIBILITIES

- 2.1 Ensures sound fiscal practices.
- 2.2 Provides visionary and innovative leadership.
- 2.3 Drives performance culture.
- 2.4 Drives organisational effectiveness and efficiencies.

3. CORE OUTPUTS

- 3.1 Develop and execute financial strategies, policies and procedures.
- 3.2 Lead and manage the creation and implementation of up to date accounting processes and standards in line with the existing regulatory framework.
- 3.3 Co-create and achieve financial targets as specified in the Annual Performance Plan (APP).
- 3.4 Facilitate a cash management system that assures optimal use of resources across all operations to include effective balance sheet management, excess cash investment strategies and optimal resource allocation.
- 3.5 Coordinate the Medium-term Expenditure Framework (MTEF) and Estimate of National Expenditure (ENE) processes and inputs to the National Treasury



- 3.6 Manage budgets/financials.
- 3.7 Monitor, evaluate and report activities in line with the NSFAS Act, Public Finance Management Act (PFMA), National Credit Act and other regulatory requirements, including King IV.
- 3.8 Ensure that expenditure of the Entity is in accordance with the mandate of the Entity
- 3.9 Establish and maintain the financial dashboard and work with leadership team to make operating adjustments to meet targets.
- 3.10 Manage stakeholder relations and partnerships.
- 3.11 Provide guidance and oversight in preparation of strategic project/initiatives understandings, schedules, budgets, fee proposals and negotiations
- 3.12 Work with the Executive Team for approval of additional staffing based on the strategic and resources planning requirements
- 3.13 Draft and submit financial reports as required.
- 3.14 Draft and maintain Finance Risk Register which includes mitigation plans.
- 3.15 Manage medium and long term organisational financial forecasting.
- 3.16 Ensure discipline specific quality assurance in Supply Chain Management processes.
- 3.17 Provide visible financial governance.

4. SPECIFICATION AND REQUIREMENTS

4.1 Minimum Requirements

- (a) Chartered Accountant CA (SA), registered with SAICA
- (b) Expert knowledge of the PFMA, National Treasury regulations and related instruction notes
- (c) King IV Code on Corporate Governance, Financial Modelling, Risk and Supply Chain Management
- (d) Knowledge of GRAP standards
- (e) Proven business and management skills
- (f) Superior interpersonal skills and the proven ability to operate at all levels of the organisation
- (g) Expert working knowledge of strategic planning and budgeting
- (h) Demonstrated strategic leadership and people management skills
- (i) Expert knowledge of strategic planning and budgeting

4.2 Beneficial Requirements

- (a) MBA or related masters qualification
- (b) Experience in Financial Services Sector and Higher Education Sector
- (c) Knowledge and appreciation of Financial Intelligence Centre Act

4.3 Core Competencies

- (a) Advanced Knowledge of PFMA and Public Entity standards
- (a) Technical/ professional knowledge and skill



- (b) Strategic and visionary leadership
- (c) Resource management, including people and performance management
- (d) Building interpersonal relationships
- (e) Decision-making and problem solving
- (f) Building strategic alliances and partnerships
- (g) Emotional intelligence and political sensitivity
- (h) Personal impact, stature and credibility;
- (i) Transformation and change leadership.
- (j) Systems & Flexible thinking
- (k) Diplomatic sensitivity
- (l) Influencing
- (m) Negotiating
- (n) Business knowledge
- (o) Strategic thinking

NSFAS offer a competitive executive remuneration package, inclusive of a range of benefits such as medical aid and pension fund

Interested applicants should send a letter of application together with a detailed Curriculum Vitae, copies of academic qualifications, ID and names of three contactable referees to: Fayroes Sherry via email: recruit@nsfas.org.za

Enquiries: Tel 021 763 3200

Closing date: 11 November 2018

NSFAS will only correspond with shortlisted candidates. If you do not hear from NSFAS within two months of the closing date, please consider your application unsuccessful.

“NSFAS is committed to providing equal opportunities and practicing affirmative action employment. It is our intention to promote representivity (race, gender, disability) in the organisation through filling of this position and candidates whose appointment will promote entivity will receive preference. ”

