



*The Commission for Gender Equality (CGE) is an Independent statutory body created in terms of the Constitution of the Republic of South Africa, 1996 (as amended). The CGE is committed to promoting a society free from gender oppression and all forms of inequality. Applications are invited from suitably qualified candidates for the following position:*

**CHIEF FINANCIAL OFFICER (CFO)**  
**(5-years performance-based contract)**  
**Salary Level 13: R 1 107 022 per annum (all-inclusive package)**  
**Head Office – Johannesburg**

This position reports to the Chief Executive Officer (CEO) of the CGE. The CFO will assist the Accounting Officer in discharging the duties prescribed in the Public Finance Management Act (PFMA) of 1999 and the annual Division of Revenue Act of 2013. The position will also provide strategic leadership and direction to the corporate service unit of the CGE. As CFO, the incumbent's primary responsibilities will include planning, implementing, managing and running all the finance activities of the CGE, such as business planning, budgeting, forecasting, as well as funding and fundraising negotiations.

**REQUIREMENTS:**

- A post graduate degree in Financial or Business Management or Accountancy or Auditing.
- A Chartered Accountancy qualification recognized by the South African Institute of Chartered Accountants will be an added advantage.
- At least 8-10 years in a senior financial management role.

**THE SUCCESSFUL CANDIDATE MUST HAVE KNOWLEDGE OF:**

- Providing leadership, direction and management of the finance and accounting team.
- Providing strategic recommendations and advice to the CEO and the Board, members of the senior management team and staff on matters of financial administration.
- Managing the processes for financial forecasting and budgets, as well as fulfilling all financial reporting requirements to internal and external oversight entities.

- Advising on long-term business and financial planning.
- Establishing control systems for financial risk management, clean financial administration and quality assurance of all financial activities.
- Reviewing all formal finance, SCM, HR and IT related procedures that have financial implications.
- Developing and maintaining good stakeholder relations with internal and external stakeholders, including the Board, senior management and staff.
- Knowledge and experience of:
  - The PFMA and other Treasury Regulations.
  - The Preferential Procurement Policy Framework Act 5 of 2000 and related instruments.
  - All applicable legislation, policies and procedures, including accounting principles, public sector financial management systems and processes, such as guidelines for planning, budgeting and supply chain management (SCM).
  - Generally Accepted Accounting Practices (GAAP).
  - Generally Recognised Accounting Practices (GRAP).
  - International Financial Reporting Standards (IFRS).
  - Internal and external auditing requirements.
  - Oversight and governance principles (The King IV Report).
  - Legislative and regulatory requirements pertaining to professionalism and ethics, including Constitutional Principles for the Public Service, Batho Pele Principles and public service governance principles.
  - Efficient and effective financial administration and good governance, as well as promoting values of accountability and transparency in the performance of the duties of the CFO.
- Managing organisational change.
- Excellent written and verbal communication skills.
- Ability to deliver under pressure, including a sturdy stress management disposition.

The incumbent must also demonstrate professional financial management standards and a commitment to contribute to and promote values of public service good governance and ethics that seek to advance transformation in the public service and uphold the vision of a better life for all South Africans.

**It is mandatory that an applicant submit the following: Letter of Motivation, CV and Certified copies of ID, qualifications & telephone details & e-mail addresses of three contactable referees to:**

**Commission for Gender Equality, Attention: Ms. Mankwele Mangwanatala, Human Resources Manager.** P O Box 32175, Braamfontein, 2017 **OR** hand deliver to No.2 Kotze Street, Women's Jail, east Wing Constitution Hill, Braamfontein 2017, **OR** email the application to [CFORecruitment@cge.org.za](mailto:CFORecruitment@cge.org.za)

**Correspondence will be limited to the short-listed candidates only. Applicants with a foreign qualification must submit a SAQA evaluation report of their qualifications. The CGE reserves the right not to fill this advertised position. The CGE is an equal opportunity, affirmative action employer committed to the achievement and maintenance of representivity (race, gender and disability). The CGE fully subscribes to the principles of Employment Equity and these principles will be applied in the appointment for these positions. Preference will be given to South African citizens. All shortlisted candidates will be subjected to competency assessment. For general enquiries please contact: Ms. Mankwele Mangwanatala at: 011 403 7182/3/4.**

**Closing date: 14 April 2021 strictly at 17:00 pm. No late submissions will be considered.**