

JOB TITLE	:	CHIEF FINANCIAL OFFICER
REPORTS TO	:	CHIEF EXECUTIVE OFFICER
BUSINESS UNIT	:	FINANCE
LOCATION	:	HEAD OFFICE: PRETORIA
POSITION STATUS	:	PERMANENT
POSITION GRADE	:	E4

Purpose of the Job

The CFO leads the financial strategy and implements/ensures sound financial risk management, governance & regulatory compliance, enabling the financial institution's financial stability and sustainable growth, optimising financial performance and contributing to the achievement of the institution's strategic financial objectives. To provide strategic financial leadership, supporting business growth through informed decision making, creating and enabling a culture of risk awareness, transparency and accountability whilst safeguarding the institutions financial assets and stakeholders interest.

Job Responsibilities

Strategic alignment

- Fully participate in the development of the bank's overall strategy
- Develop and implement Finance capability strategy for the bank, ensuring alignment with the overall strategy
- Develop performance measures that support the company's strategic direction.
- Develop credibility of the finance function by providing timely and accurate analyses of financial reports and financial information.
- Lead and build a strong financial discipline and accountability foundation for budgeting and long -term financial forecasts and financial plans
- Provide strategic financial advice and leadership to the bank in terms of the financial impact of strategic plans and programs, and decision-making issues affecting the bank e.g. growth, new markets including cost benefit analysis
- Develop a financial analytics function for the bank, ensuring alignment with the bank's data and reporting requirements
- Develop and implement financial strategies aligned with the institution's goals.
- Lead financial planning, capital management, and investment decisions.
- Provide strategic guidance to senior management and the board.
- Collaborate with IT and business stakeholders to ensure IT projects align with the institution's overall strategy and financial objectives.
- Ensure project proposals include robust financial analysis, cost-benefit assessments, and risk evaluations

Reporting

- Reporting to NT & DC must be as prescribed and complied with timeously.
- Ensure the institution complies with reporting requirements set by the PA, including capital adequacy, liquidity, risk exposure, and other prudential metrics.
- Oversee the preparation and submission of regulatory reports, such as:
- Capital Adequacy Ratio (CAR) reports
- Liquidity reports (e.g., Liquidity Coverage Ratio - LCR, Net Stable Funding Ratio - NSFR)
- Compile and submit Risk management reports (e.g., credit risk, market risk, operational risk exposures)
- Compile and submit Financial statements and other prudential returns as required by the PA
- Implement robust processes to ensure data accuracy, completeness, and timeliness in regulatory reporting.
- Conduct reviews and validations of reports before submission to the PA, ensuring alignment with regulatory guidelines and standards.

Technology

- Understand digital trends and their impact on financial services.
- Leverage technology for financial process improvements and data analytics

Financial

- Manage the Finance and Treasury function of the bank and related risk management, including ALM and ALCO

- Manage the budgeting and forecasting process for entire bank
- Manage capital adequacy, liquidity, and funding strategies.
- Optimize capital structure and allocation to support business growth.
- Oversee accurate and timely financial reporting to stakeholders, including regulatory bodies.
- Evaluate and manage the bank's capital structure and advice on investment strategies.
- Ensure efficient management of company resources in accordance with the stipulations of relevant legislation, including Banks Act, PFMA, Companies Act, Income Tax Act, IFRS principles and others
- Monitor and measure progress against set budgets and financial plans for entire bank, highlight areas for EXCO and Board focus/ further action
- Liaise with internal and external auditors to ensure that integrated financial systems are in place and compliant with standard accounting principles and procedures
- Review and challenge the business case for IT projects, focusing on financial viability, ROI, and alignment with business priorities.
- In-depth knowledge of financial regulations, accounting standards (IFRS, Basel III, etc.), and financial reporting requirements specific to financial institutions.
- Expertise in financial analysis, budgeting, forecasting, and financial modeling.
- Support business by providing financial models and/or finance reviews of business cases and tactical plans

Operations

- Ensure transparency in financial dealings and compliance with disclosure requirements.
- Ensure cost effective financial systems, internal control systems, policies and procedures, management and support functions are designed and implemented to improve overall operations and effectiveness of the bank and safeguard the bank's assets.
- Communicate complex financial concepts clearly to non-financial stakeholders.
- Drive efficiency in financial processes, systems, and operations.
- Oversee treasury management, cash flow management, and financial controls.
- Ensure supporting documentation is available and stored as per regulatory requirements
- Ensure proper controls, timeliness and accuracy of expenditure and cash flow management, month end, quarterly and year end closings, as well as other financial areas.
- Coordinate the preparation of financial statements, financial reports, special analysis and information reports and presentations for financial, strategy and board meetings
- Ensure statutory and regulatory reporting is of high quality and submitted within required timeframes
- Manage SLAs and other contractual agreements with internal and external stakeholders / customers / suppliers to ensure optimal efficiency and synergies are achieved

Vendor Management

- Participate in vendor selection processes, focusing on financial stability of vendors, contract terms, pricing, and risk implications.
- Review and negotiate contract terms to ensure they align with the institution's financial interests and risk profile.

People Management

- Manage performance of direct reports, ensuring agreement of annual goals, measuring performance against agreed goals and dealing with non-performance accordingly
- Talent management of direct reports, including career development and paths for all staff and succession planning for key positions.
- Ensure that staff receive adequate and relevant training to support their careers, including providing thought leadership around changes and trends in the finance environment
- Ensure that the working environment contributes to improving staff morale and increased productivity
- Alignment to the bank's transformation objectives through departmental processes

Risk Management

- Ability to identify, assess, and mitigate financial risks (credit risk, market risk, liquidity risk, operational risk, etc.).
- Understanding of risk management frameworks and regulatory requirements (e.g., Basel III capital adequacy ratios etc).
- Show effective risk management practices through reporting, highlighting the institution's ability to identify, measure, manage, and mitigate risks.
- Achieve a strong risk and compliance record with PA regulations, minimizing regulatory issues or enforcement actions.

- Regularly review and report on risk exposures, capital adequacy, and liquidity positions to the PA, demonstrating proactive risk management and capital planning.
- Identify and assess financial risks associated with IT projects, including implementation risks, cost overruns, and potential regulatory compliance issues.
- Ensure IT projects comply with relevant financial regulations, data security standards (e.g., PCI-DSS for payment processing), and internal policies.
- Ensure IT projects comply with local regulations, such as the Banks Act, Prudential Authority guidelines and data protection laws (e.g. POPIA).
- Focus on cybersecurity and data protection measures, given the sensitive nature of financial data.
- Collaborate with risk management and compliance teams to mitigate financial and regulatory risks.

External Relationships

- Maintain strong relationships with regulators SARB PA, FSCA, NT, DCDT & complying with PFMA etc and ensure effective communication.
- Act as a key interface with the SA reserve Bank and other regulators to ensure that all regulations are complied with and that regulatory reports are timeously submitted
- Serve as a key point of contact for the PA on financial and prudential matters, ensuring clear and transparent communication.
- Address PA inquiries and requests for information promptly and effectively.
- Build strong relationships with investors
- Government and regulatory structures including but not limited to:
 - National Treasury
 - SA Reserve Bank
 - External Auditors
 - Financial Services Board and others

Internal Relationships

- Postbank Board
- Postbank Exco

Qualifications and Experience

- Must be registered as a Chartered Accountant and Registered with South African Institute of Chartered Accountants (SAICA)
- Advantage - MBA / MBL/ Master's degree in Finance or equivalent (NQF 9)
- Experience in Financial Service industry – 10 Years

Knowledge and understanding of:

- Thorough understanding of banking practices and the associated risk management thereof
- Banking industry platforms and standards
- Extensive knowledge of Corporate Governance
- Commercial awareness
- Thorough knowledge and understanding of financial systems
- Thorough knowledge of Financial Management
- Good knowledge of Treasury risk management, processes and procedures
- Excellent knowledge of International Financial Reporting Standards and Banking Regulations
- Risk and Compliance Management
- Value Chain Management
- Project Management principles and practices
- Good understanding of Government related acts (PMFA, Banks Act, Companies Act, Income Tax Act etc)

Skills and Attributes

Skills

- Strong leadership skills with ability to interact and influence at all levels
- Good business acumen
- Ability to think strategically
- Excellent problem solving and analytical skills
- Excellent negotiation skills

- Good interpersonal and presentation skills
- Good project management skills
- Sound financial skills
- Strong business systems and process experience
- Excellent presentation and delivery skills
- Good knowledge of data analysis
- Good risk management skills
- Organisation and planning
- Adapt to changing business environments, regulatory requirements, and financial markets.

Attributes

- High attention to detail
- Visionary
- Lateral thinker
- Analytical and critical thinking
- Decisive
- Persuasive and influential
- Resilient
- Able to work under pressure
- High level of emotional intelligence
- Effective communicator
- Learning agility
- High level of Integrity
- Strong sense of ethics and fairness

How to Apply

If you wish to apply and meet the requirements, please forward your Curriculum Vitae (CV) to RecruitmentSN@postbank.co.za. Please indicate in the subject line the position you are applying for. To view the full position specification, log on to www.postbank.co.za and click on Careers.

Closing Date

22 December 2025

Disclaimers

The South African Postbank SOC Limited is committed to the achievement and maintenance of diversity and equity in employment, especially with regard to race, gender and disability. In compliance with the bank's employment equity plans, we encourage and welcome applications from diverse groups from the South African Employee active population. Correspondence will be limited to short-listed candidates only.

If you do not hear from the South African Postbank SOC Limited or its Agent within 3 months of this advertisement, please accept that your application has been unsuccessful. The South African Postbank SOC Limited reserves the right not to fill the positions or to re-advertise the positions at any time.

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