

# VACANCY RE-ADVERTISEMENT

JOB TITLE	:	GENERAL MANAGER: STRATEGY
REPORTS TO	:	CHIEF OPERATIONS OFFICER
BUSINESS UNIT	:	STRATEGY
LOCATION	:	HEAD OFFICE: PRETORIA
POSITION STATUS	:	PERMANENT
POSITION GRADE	:	E2

## Purpose of the Job

The General Manager: Strategy will serve as a trusted strategic advisor to the Executive Committee acting as an internal consultant to shape, align and drive the strategic direction of Postbank. The role is responsible for leading the development, implementation, and monitoring of the bank's long-term strategy in alignment with national development objectives, financial inclusion mandates, and Postbank's transformation into a fully-fledged, sustainable, digital-first state bank.

## Job Responsibilities

### Strategic Planning and Advisory

- Lead the development and periodic review of the bank's corporate strategy, annual business/performance plans and transformation roadmap.
- Act as an internal consultant across business units, advising on strategic alignment, performance optimisation, and innovation.
- Facilitate strategic planning sessions with Exco and Board Committees, including scenario planning and strategy refreshes.
- Translate strategic intent into actionable and measurable plans and initiatives.

### Execution Oversight and Performance Monitoring

- Drive the execution of the strategy across the business through full integration with the Project Management Office (PMO) in alignment with the Corporate Plan and Annual Performance Plan.
- Work with business units to cascade strategic priorities and ensure alignment in operational plans and KPIs.
- Monitor implementation progress of key strategic initiatives, identifying risks and recommending course corrections.
- Lead the development and reporting of performance dashboards for executive and board use.

### Research, Policy and Environmental Scanning

- Lead environmental scanning and strategic research on market trends, policy changes, competitor activity, and socioeconomic shifts.
- Develop strategic insights and policy recommendations that support Postbank's public development finance and financial inclusion role.

### Stakeholder Engagement and Alignment

- Support the CEO and EXCO in engagements with shareholders and stakeholders (e.g. National Treasury, DCDT, Parliament), regulators (e.g. Prudential Authority), and key partners.
- Prepare strategic content for presentations, submissions, and oversight reports to government and parliamentary bodies.

### Special Projects and Thought Leadership

- Drive and/or support high-priority strategic projects, including market entry, partnerships, product expansion, and digital transformation.
- Provide thought leadership on topics such as financial inclusion, digital banking models, ESG strategy, and public sector innovation.

## Team Management

- Lead, motivate, guide and manage the team to create an enabling environment to achieve strategic objectives through a culture of performance excellence that promotes teamwork, collaboration, professional development and growth.
- 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/pathing for all staff and succession planning for key positions.

## Qualifications and Experience

- Bachelor's degree in Commerce, Economics, Engineering, or related field
- Relevant Post Graduate qualification in business administration/strategic management (NQF Level 9), e.g. MBA/MBL
- Minimum 10 years of experience in strategy development and execution, preferably in financial services or banking
- Proven track record in leading strategic projects and advising executive leadership
- Experience in working with or within state-owned enterprises or regulated environments is highly advantageous

## Knowledge and understanding of:

- Strategy development, planning and execution
- Commercial awareness, including market and competitor analysis
- Strategic process enhancement
- Change management
- Change Management Methodologies
- Organisational development, management techniques and good business practices
- Financial Management
- Value Chain Management
- Relevant statutes, rules and regulations
- Knowledge of PFMA and Treasury Regulations
- Banks Act
- Postbank Act
- Companies Act
- Risk and Compliance management
- King IV etc

## Skills and Attributes

- Strong strategic thinking and analytical skills
- Excellent consulting, facilitation, and communication skills
- Ability to engage and influence senior stakeholders
- Deep understanding of the South African financial services landscape and policy environment
- Project management and change management expertise
- High level of integrity, discretion, and emotional intelligence
- Excellent leadership, communication and interpersonal skills
- Mission-driven and committed to public service
- Comfortable navigating complexity and ambiguity
- Collaborative and team-oriented
- Results-driven with a focus on impact

## How to Apply

If you wish to apply and meet the requirements, please forward your Curriculum Vitae (CV) to [RecruitmentSN@postbank.co.za](mailto: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](http://www.postbank.co.za) and click on Careers.

## Closing Date

**24 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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