

The South African Nursing Council (SANC) is the body entrusted to set and maintain standards of nursing education and practice in the Republic of South Africa. It is an autonomous, financially independent, statutory body, initially established by the *Nursing Act, 1944* (Act No. 45 of 1944), and currently operating under the *Nursing Act, 2005* (Act No. 33 of 2005). The SANC currently has the following vacancy, and candidates that meet the requirements as provided are invited to apply.

<b><u>DIVISION</u></b>	<b>: FINANCE</b>
<b><u>POSITION</u></b>	<b>: CHIEF FINANCIAL OFFICER (CFO)</b>
<b><u>REFERENCE NUMBER</u></b>	<b>: CFO/001/09/2023</b>
<b><u>REMUNERATION</u></b>	<b>: R 1 863 319.89 TOTAL COST TO COMPANY (TCTC) PER ANNUM</b>
<b><u>TERMS OF</u></b>	<b>: PERMANENT</b>
<b><u>APPOINTMENT</u></b>	
<b><u>CLOSING DATE</u></b>	<b>: 06 OCTOBER 2023</b>

**MINIMUM REQUIREMENTS:**

- Grade 12.
- CA(SA).
- Valid membership of the South African Institute of Chartered Accountants (SAICA).
- Bachelor of Commerce with Honours in Finance or Certificate in Theory of Accounting (CTA) or equivalent.
- Registration with a minimum of one relevant professional body.
- Minimum of 12 years' experience in a Finance environment (Post Articles).
- Minimum of 5 years' senior management experience in a Finance and Supply Chain Management environment (Post obtaining CA(SA) qualification).
- Experience in managing a budget of a minimum of about R100 million.
- Valid driver's license.

**ADDED ADVANTAGE REQUIREMENTS:**

- Completion of a Leadership Management Programme.
- Working experience within a regulatory environment.

**OTHER REQUIREMENTS:**

- Mostly office based. Limited travelling will be required.



Cecilia Makiwane Building,  
602 Pretorius Street, Arcadia, Pretoria 0083  
Private Bag X132, Pretoria 0001,  
Republic of South Africa



Tel: 012 420 1000  
Fax: 012 343 5400  
SANC Fraud Hotline: 0800 20 12 16



website: [www.sanc.co.za](http://www.sanc.co.za)

Registrar And Chief Executive Officer (CEO): Prof NG Mtshali

### **REQUIRED KNOWLEDGE:**

- Finance strategy (inclusive of revenue and supply management).
- Financial policies and procedures (Cash flow management, budget planning and monitoring, financial reporting, asset management, financial management, Tax, PAYE and VAT, Supply Chain Management).
- Strong knowledge of GAAP/IFRS accounting standards.
- Demonstrable track record of driving cutting edge operational excellence amongst others, the planning, developing and implementation best practice, policies, systems and processes.
- Corporate Governance (e.g., Nursing Act, Companies Act, King IV Report and Code etc.).
- Leadership and management principles, performance management and development, mentoring and coaching.
- Delegation of authority framework.
- Contracting, negotiating, and change and diversity management.
- Changes and/or developments in laws, and organisational policies and procedures.
- Project management.
- Producing Council (Board) and Committees reports.
- Managing diverse teams and stakeholder management.
- Development of business processes, policies and procedural guidelines.
- Understanding of the legislative and regulatory environment governing the Finance and Statutory Councils.

### **REQUIRED COMPETENCIES:**

- Strategic capability and leadership.
- People management and empowerment.
- Programme and project management.
- Presentation skills.
- Financial management.
- Change management.
- Knowledge management.
- Service delivery innovation.
- Problem solving and analysis.
- Client orientation and customer focus.
- Communication.
- Honesty and integrity.



Cecilia Makiwane Building,  
602 Pretorius Street, Arcadia, Pretoria 0083  
Private Bag X132, Pretoria 0001,  
Republic of South Africa



Tel: 012 420 1000  
Fax: 012 343 5400  
SANC Fraud Hotline: 0800 20 12 16



website: [www.sanc.co.za](http://www.sanc.co.za)

Registrar And Chief Executive Officer (CEO): Prof NG Mtshali

## **KEY PERFORMANCE AREAS:**

1. Provide strategic leadership and management in the Division by developing and implementing Operational Plans and the budget.
2. Contribute to the development of the SANC strategic, annual performance plans and reports.
3. Develop and implement the Finance strategy in support of the organisational strategy.
4. Contribute to the development of relevant legislation.
5. Oversee the development of policies, standard operating procedures (SOPs) and business processes relevant to the Finance Division, to ensure efficiencies and to address risks.
6. Overall management of the Finance Division.
7. Oversee the management of the Supply Chain Management (including Asset Management) Department and Finance Department (Revenue, Management Accounting and Financial Accounting).
8. Manage the risk for the areas of responsibility within the SANC.
9. Provide expert advice and reports in the area of Finance to Management, Council and its Committees.
10. Ensure compliance to legislation, SANC policies and SOPs.
11. Provide technical support to the organization in driving transformation and change management initiatives.
12. Manage Governance, Accountability and reporting for areas of responsibility.
13. Develop and recommend policies to ensure adequate performance management development and provide for capable management succession.
14. Perform ad-hoc tasks as delegated by the line manager/ supervisor.
15. Manage resources (human, financial, physical and information).

**NB:** Applications must be completed in full on the prescribed form, obtainable from the SANC website ([www.sanc.co.za](http://www.sanc.co.za)). Applications may be e-mailed to [cfo@sanc.co.za](mailto:cfo@sanc.co.za).

**Incomplete applications or those which do not meet the above requirements will not be considered.**

The application must include only a fully completed and signed SANC Form, obtainable from the South African Nursing Council (SANC) website and a detailed Curriculum Vitae. Certified copies of Identity Document, Grade 12 Certificate and the highest required qualifications, professional affiliation certificate as well as a driver's licence where necessary, will only be submitted by shortlisted candidates to the Human Resources Department on or before the day of the interview date. The SANC may request academic record for general qualifications/Certificates that does not specify the major courses to determine the major course of the qualification.



Cecilia Makiwane Building,  
602 Pretorius Street, Arcadia, Pretoria 0083  
Private Bag X132, Pretoria 0001,  
Republic of South Africa



Tel: 012 420 1000  
Fax: 012 343 5400  
SANC Fraud Hotline: 0800 20 12 16



website: [www.sanc.co.za](http://www.sanc.co.za)

Registrar And Chief Executive Officer (CEO): Prof NG Mtshali

It is compulsory for successful candidates to belong to a medical aid scheme if they do not belong to their spouses' medical aid. Failure to do so will result in your application being disqualified.

Furthermore, all applications must be accompanied by proof of professional registration and foreign qualifications must be accompanied by a SAQA evaluation certificate.

The SANC will conduct background checks (e.g. employment verification and reference checks as indicated on the CV, as well as in respect of criminal record, citizenship, financial records, qualifications, driver's license and professional registration, if applicable). First preference will be given to South African citizens. The successful candidate will be appointed on a 12-month probation basis and will be permanently employed if all of the performance requirements are met during probation.

Please note: Correspondence will be limited to shortlisted candidates only; therefore, if you have not been contacted within four (4) months of the closing date of this advertisement, please accept that your application was not successful. The SANC is committed to employment equity and therefore people living with disabilities are encouraged to apply. Enquiries may be directed to Mr. Phuti Mahanyele at Tel. no. (012) 420 1068. The South African Nursing Council reserves the right not to make any appointment.



Cecilia Makiwane Building,  
602 Pretorius Street, Arcadia, Pretoria 0083  
Private Bag X132, Pretoria 0001,  
Republic of South Africa



Tel: 012 420 1000  
Fax: 012 343 5400  
SANC Fraud Hotline: 0800 20 12 16



website: [www.sanc.co.za](http://www.sanc.co.za)

Registrar And Chief Executive Officer (CEO): Prof NG Mtshali