

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.

EXTERNAL ADVERTISEMENT

<u>DATE ISSUED</u>	: 03 MARCH 2024
<u>DEPARTMENT</u>	: FINANCE
<u>POSITION</u>	: SENIOR MANAGER: FINANCE (re-advertisement candidates who previously applied for the position may re-apply)
<u>REFERENCE NUMBER</u>	: SMF/001/03/2024
<u>REMUNERATION</u>	: R 1 400 484.81 – R1 707 183 .19 TOTAL COST TO COMPANY (TCTC) PER ANNUM
<u>TERMS OF APPOINTMENT</u>	: PERMANENT
<u>CLOSING DATE</u>	: 22 MARCH 2024

MINIMUM REQUIREMENTS:

- Grade 12
- Bachelor of Commerce with Honours in Finance, or Certificate in Theory of Accounting (CTA) or relevant qualification
- A minimum of 10 years' experience in a finance environment (post articles), 5 years of which must be in a management experience in a corporate organisation, public sector or state-owned entities/ organs of state
- Experience in managing a budget of approximately R100 million
- Valid driver's licence

ADDED ADVANTAGE REQUIREMENTS:

- Chartered Accountant (SA)
- A Leadership Management programme
- Working experience within a regulatory environment.



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KNOWLEDGE REQUIRED:

- Financial Policies and Procedures.
- Preparation of annual financial statements and financial reporting.
- Strong knowledge of IFRS and other financial reporting standards.
- Treasury management.
- Financial and Asset management.
- Management of Finance-related IT applications.
- Payroll and Benefits.
- Tax compliance.
- Supply chain management.
- Corporate Governance (e.g. Companies Act, King IV Report/Code, etc.).
- Risk management.
- Knowledge of current ERP systems.

REQUIRED COMPETENCIES/SKILLS:

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

KEY PERFORMANCE AREAS:

- Contribute to the development of 5-strategic Plan and Finance Division Strategy.
- Develop and implement Annual Performance Plan, Service delivery and budget implementation plan (Annual Operational Plan) Departmental strategy and Sectional plans.
- Develop and implement the Finance departmental strategy in support of the organisational strategy.
- Develop and implement policies, Standard Operating Procedures, business processes, internal controls, and guidelines relevant to the Finance Department.
- Develop and implement revenue and investment strategies.
- Develop and implement strategic initiatives to address challenges and reposition Finance as a strategic enabler and financial stability.
- Ensure sound financial management and effective management of financial operations.
- Manage sections: Revenue Collections and Sales, Management accounting and Financial Accounting functions within the SANC.
- Manage audit within area of responsibility or the organisation.
- Participate in management operational structures (SANLAM Joint Forum, Combined Assurance Project Management Committee, SCM Committees and management committees (Senior Management Team etc)).
- Ensure compliance to Finance-related policies and SANC policies.

- Manage performance of staff in line with Performance Management and Development policy.
- Provide support during internal and external auditing.
- Support Council and Committees (Finance Committee, Audit and Risk Committee etc.).
- Manage the risk for the areas of responsibility within the SANC.
- Provide strategic guidance to relevant Council standing committees.
- Manage resources (i.e., human, financial, physical and information).
- Manage SANC budget planning and monitoring.
- Manage interdependencies within Finance and other business units.
- Perform ad hoc tasks as delegated by the line manager/ supervisor.

NB: Applications must be completed in full on the prescribed form, obtainable from the SANC website (<https://www.sanc.co.za/vacancies/>). **Applications must be e-mailed smf2@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. 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.