

The South African Nursing Council (SANC) is the body entrusted to set and maintain standards of nursing education, training 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**

|                                    |   |
|------------------------------------|---|
| <b><u>DATE OF ISSUE</u></b>        | <b>09 JUNE 2024</b>   |
| <b><u>DEPARTMENT</u></b>           | <b>INTERNAL AUDIT AND RISK MANAGEMENT</b>                   |
| <b><u>POSITION</u></b>             | <b>SENIOR MANAGER: INTERNAL AUDIT AND RISK MANAGEMENT</b>   |
| <b><u>REFERENCE NUMBER</u></b>     | <b>SMIA/001/06/2024</b>                                     |
| <b><u>REMUNERATION</u></b>         | <b>R1 400 484.81 TOTAL COST TO COMPANY (TCTC) PER ANNUM</b> |
| <b><u>TERMS OF APPOINTMENT</u></b> | <b>PERMANENT</b>  |
| <b><u>CLOSING DATE</u></b>         | <b>28 JUNE 2024</b>   |

#### **MINIMUM REQUIREMENTS:**

- Grade 12.
- Certificate in Theory of Accounting (CTA) / B Com Honors in Accounting or equivalent
- 10 years' experience in external/internal auditing field.
- 4 years' experience at management level in internal/external auditing field.
- Certified Internal Auditor (CIA)
- Chartered Accountant CA (SA) with completed articles.
- Registration with the relevant professional body (IIA SA).
- Valid driver's license

#### **ADDED ADVANTAGE REQUIREMENTS**

- A leadership Management programme; and
- Working experience within a regulatory environment.

#### **REQUIRED KNOWLEDGE**

- Sound knowledge of Enterprise Risk Management, King IV report on Corporate Governance, South African Nursing Act, 2005 (Act No. 33 of 2005), SANS 31000/ISO 31000 Standard and the Public Sector Risk Management Framework
- Sound knowledge of Internal and External Audit standards (ISA and ISPPIA)
- A detailed understanding of financial management, laws, regulations and processes and
- Knowledge of Integrated Internal Control Framework
- Knowledge of the internal audit and risk management functions including (IIA) code of ethics and standards for professional practice of Internal Audit.

- Ability to demonstrate high level of personal and professional ethics.
- Ability to demonstrate good judgment.
- A detailed understanding of financial management, laws, regulations, and processes.
- Knowledge of Human resources and financial management.
- Relevant legislation governing the investigations.

#### **OTHER REQUIREMENTS**

- Travelling (limited) will be required.

#### **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 and.
- Honesty and integrity.
- Report Writing.
- Ingenuity and persistence to obtain case information

#### **KEY PERFORMANCE AREAS:**

- Contribute to the development of annual performance plan/Annual Strategic reviews.
- Develop the annual operational plan within the area of responsibility (Service delivery and budget implementation plan)
- Develop and implement the internal audit strategy and structure in support of the organisational strategy.
- Lead the development, implementation and reporting on a combined risk assurance model and plan.
- Develop policies, procedures and guidelines relevant to the Internal Audit Department to ensure efficiencies and address identified risks (Including policies on fraud and corruption).
- Conduct testing of compliance with regulatory requirements and provide feedback to Senior Management and Audit and Risk Committee regarding company compliance levels.
- Conduct Investigations into allegations of fraud and unprofessional conduct.
- Provide recommendations to management through independent evaluation and appraisal of risk management, control and governance.
- Develop and establish appropriate methodologies and standards for the execution of Internal audit engagement in line with best practices.

- Manage the outsourced function of internal auditing services and ensure it is effective, efficient, and well-co-ordinated.
- Oversee the Risk Management function including but not limited to Enterprise Risk Management, Ethics, Business Continuity Management, combined assurance.
- Compile Council and committee reports for approval.
- Provide strategic guidance to relevant Council standing committees.
- Perform ad hoc tasks as delegated by the line manager/supervisor.
- Manage resources (human, financial, physical and information).

**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 to [smia@sanc.co.za](mailto:smia@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 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 Mahanyeke at Tel. no (012) 420 1068. The South African Nursing Council reserves the right not to make any appointment.