



VACANCY ADVERTISEMENT

CHIEF FINANCIAL OFFICER (CFO)

SALARY	:	R2 216 749 – R3 325 123
LOCATION	:	SITA, Head Office (Pretoria)
EMPLOYMENT TERM	:	Five-Year Fixed Term Contract

PURPOSE OF THE JOB

To provide strategic leadership and direction in all financial, audit, and governance matters of SITA. Ensure that the organisation remains financially sustainable, compliant, and audit-ready. Establish and execute financial strategy, drive sound resource allocation, enforce financial controls, and ensure compliance with the PFMA, Treasury Regulations and King IV. Deliver a clean audit outcome, ensure consequence management for financial misconduct, and safeguard organisational assets through a robust internal control system. Partner with the Managing Director, Executive Team, and Board to maximise financial resources as a strategic enabler for service delivery, operational efficiency, and organisational sustainability.

QUALIFICATIONS AND EXPERIENCE

- **Minimum Required:** A minimum (NQF Level 8) qualification or relevant in Accounting, Finance, or a related field. Recognised Chartered Accountant qualification (CA (SA)) with articles. All qualifications obtained outside of South Africa must be SAQA-accredited at the behest and expense of the candidate.
- **Preferred Qualification:** Postgraduate (NQF Level 8 or Higher) Such as MBA, MCom, Postgraduate Diploma in Public Finance, Governance, or Risk Management, or CA(SA) with Articles
- **Professional Body Registration:** Membership with SAICA.
- **Work Experience:** A minimum of fifteen (15) years of professional experience in accounting, finance, or auditing. At least eight (8) years at a senior management level in finance, of which five (5) should be at the executive management level in a large organisation or equivalent. A Proven record of leading audit turnaround strategies and achieving unqualified/clean audits.

KEY RESPONSEIBILITIES

Strategic Leadership:

- Align the organisation's Financial Strategy with the Corporate Strategy, Annual Performance Plan and shareholder compact while ensuring financial sustainability, compliance, and audit readiness.
- Provide strategic financial leadership on revenue management and cost reduction to ensure organisational profitability and sustainability.
- Provide strategic leadership and oversight to ensure financial controls, accounting frameworks, and systems that guarantee accurate reporting, compliance with audit standards, and long-term organisational sustainability.
- Provide strategic guidance on financial planning, budgeting, and resource allocation to support the organisation's objectives.

Financial Reporting:

- Direct and support external audit processes and address internal and external audit findings timeously in compliance with the SMART principles.
- Present financial performance at different forums including the Board and the Portfolio Integrated Audit Committee Forum.
- Prepare management accounts, quarterly reports, and Annual Financial Statements, Ministry, National Treasury.

Financial Planning and Management:

- Ensure the preparation of annual budgets, medium-term financial plan, and the alignment with the MTEF period, cash flows, and forecasts.
- Implement cost control measures, as well as the optimal use of financial resources.
- Monitor and manage financial performance and ensure alignment with strategic objectives.
- Implement revenue management, expenditure controls, and liquidity management.

Financial Governance and Compliance:

- Implement and maintain effective internal controls to safeguard assets and prevent fraud.
- Ensure compliance with tax laws and obligations, National Treasury directives, and all relevant and applicable accounting standards (including IFRS, GRAP, etc.)
- Ensure compliance and risk management processes to ensure alignment with corporate strategy, the PFMA, Companies Act, 2008, Treasury Regulations, KING IV on Corporate Governance, and regulatory requirements.

- Enforce consequence management and drive audit closure to strengthen accountability and governance.

Stakeholder Management:

- Drive stakeholder engagement and statutory reporting to strengthen accountability, transparency, and trust in the organisation's financial governance.
- Interact and engage with key stakeholders such as the Department of Communication and Digital Technologies (DCDT), National Treasury, Auditor General of South Africa (AGSA), DCDT Portfolio Committee, SCOPA, and other financial forums.

Financial Transformation and Innovation:

- Drive finance innovation, financial systems modernisation, and digital transformation to strengthen financial governance, efficiency, and audit readiness.
- Ensure compliance with the Public Procurement Regulations and Preferential Framework Act (PPFA).
- Ensure that the internal and external Procurement pricing framework is introduced to ensure fairness and value for money.
- Comply with the broad-based black economic empowerment (B-BBEE) objectives, including localisation objectives in procurement and research and development initiatives.
- Ensure that all financial practices are compliant with SITA values by introducing ethical governance into financial management to strengthen accountability, transparency, and long-term organisational sustainability.

Leadership and Performance:

- Oversee the finance team to ensure high performance and accountability.
- Introduce initiatives for financial literacy across the SITA.
- Develop and monitor financial performance KPI's are aligned to the APP, Strategy and Corporate Plan.

Should you wish to apply for the position kindly send your application to Executives@phakipersonnel.co.za. All applications should be accompanied by CV and certified copies of ID, Driver's License and Qualifications. For enquiries, please contact Rebecca Hatlane on (011) 941 1953.

CLOSING DATE: 25 JANUARY 2026 (16:00 PM)