



**CLIENT BRIEF SPECIFICATION AND JOB PROFILE: NON EXECUTIVE DIRECTORS
 PRIVATE & CONFIDENTIAL**

COMPANY BACKGROUND

Our client is a leading African financial services group listed on the Johannesburg Stock Exchange, selling products directly to the consumer as well as to commercial and industrial customers. Headquartered in Johannesburg, the group has a unique footprint which enables it to connect Africa to other emerging markets and capital in developed markets. The organisation is focused on delivering superior sustainable shareholder value, by serving the needs of its customers through first-class operations across Africa.

Position title : Non-Executive Director
Reporting to : The Chairman of the Board

BOARD:

- * The incumbent will attend six board meetings (including strategy) per annum. There may be additional ad hoc meetings if required
- * Potential to be appointed to serve on one or more board sub-committees

BOARD SUB COMMITTEES: sub committee attendance to be decided and will depend on specialist skills. Sub committees include:

- * Remuneration committee - meets four times per annum
- * Risk and Capital Management committee - meets five times per annum
- * Audit committee - meets eight times per annum
- * Social and ethics committee - meets four times per annum

STRATEGIC PRIORITIES FOR THE GROUP INCLUDE:

- * Embedding customer and client centricity
- * Achieving operational excellence
- * Reshaping the business to take account of trends in global legislation and regulation

KEY PERFORMANCE AREAS:

- * The statutory and fiduciary duties and responsibilities that come with being a Director of a financial, publicly listed entity
- * Provide strong, ethical and clear leadership as a key Board member

QUALIFICATIONS AND EXPERIENCE REQUIRED:

The incumbent/s will be a person who meets the following criteria:

- * Have a relevant tertiary degree
- * Meet the requirements of the South African Companies Act to be a director of a listed company
- * Have no conflicts of interest, actual or perceived, including Board or Executive positions at competing organizations, including Banks, Insurance Companies or broader Financial Services Institutions
- * Experience in at least one of the following would be expected from a Director of this calibre : Business, Risk, Finance, Marketing, IT, Human Resources, Remuneration
- * IT experience would be preferential, but not a requirement



- * An individual who has experience either as an Executive or Non-executive Director in a listed company and who has operated for a minimum of 3 - 5 years at a strategic level
- * An individual with gravitas and stature
- * A strong leader with excellent strategic capability
- * A highly reputable, well respected business person who has a strong career track record, with a solid understanding of business, and exposure to multiple sectors
- * A high intellect individual who is a champion of corporate governance
- * Strong negotiation, communication and interpersonal skills
- * Strong local South African market knowledge, within the broader business landscape
- * Commercially astute with seasoned business judgment and a good understanding of the financials of the business
- * A clear, confident communication ability and style
- * A high level of commitment to Board attendance, attending a minimum of 100% of board meetings
- * A disciplined, energetic performer that is consistently well prepared for all Board meetings and is not over committed
- * An individual stimulated and motivated by a change orientated environment
- * An individual who supports and adds to the gender and cultural diversity of the Board and is a South African
- * The order of preference for this role would be a Female (ACI preferable and then White) and then Male (ACI preferable and then White)

Desirable:

- * An understanding of, or exposure to the financial services industry
- * Global experience

PERSONALITY ATTRIBUTES (CRITICAL FOR SUCCESS):

- * A business leader with stature and presence, and a high level of self confidence
- * An individual who has the ability to build strong relationships and foster unity and commitment. The ability to work well with the Chief Executive Officer
- * A decisive and insightful individual who has the ability to exert a strong influence whilst remaining detached/objective
- * An energetic, independent thinking visionary
- * Focused, disciplined, articulate and committed

PROFESSIONAL FEES AND PROSPECTS

- * High level Board fees depending on the level of experience and subcommittee involvement and responsibility
- * The fees are consistent with the scope of responsibility

Submit a detailed CV to:

Ref. : AP0660
E-mail : research@mp-a.co.za

NB: Please provide your **confidential** email address and fax number