



**CLIENT BRIEF SPECIFICATION : CHIEF FINANCIAL OFFICER
 PRIVATE & CONFIDENTIAL**

COMPANY BACKGROUND

Our client was established on 4 April 1999 to consolidate and coordinate the national IT resources in order to achieve cost savings through scale, increase delivery capabilities and enhance interoperability. Although it is a relatively young company, its predecessors had a long history of IT/IS service

Group turnover	:	± R 5.7 billion
Employees	:	± 2 935
Position title	:	Chief Financial Officer
Report to	:	Deputy Chief Executive Officer
Direct reports	:	GM: Financial Accounting GM: Management Accounting GM: Financial Systems and Processes GM: Internal Procurement
Total Finance employees	:	± 76 people

KEY STRATEGIC CHALLENGES FOR THE POSITION:

- * Manage the introduction of financial best practice, governance, accounting and treasury standards in accordance with the Public Finance Management Act that will ensure that long-term financial viability and sustainability.
- * Improve the quality and efficiency of all the financial reporting, ensuring that it is strategic, pertinent, succinct and covers all the key strategic aspects of the organisation
- * Build a performance based culture within the finance team to ensure that one balances the issues of commercial principles with the company mandate.
- * Ensure that there are appropriate skills capacities and competencies within the organisation for all major investments and projects, balancing the commercial requirements and objectives and the broader socio political mandate.

KEY INTERNAL LIAISON RELATIONSHIPS, BOARDS AND COMMITTEES:

- * Audit and Finance Committee
- * Group and Divisional Executives
- * Various internal committees
- * Internal Audit
- * Procurement Committee

KEY EXTERNAL LIAISON RELATIONSHIPS:

- * Parliament and Government Agencies
- * Regulatory Stakeholders
- * Media
- * International relations
- * External Auditor
- * Labour
- * Industry related bodies



QUALIFICATIONS AND EXPERIENCE REQUIRED:

Essential:

The incumbent will be somebody who has:

- * Qualified as a CA (SA) with strong technical expertise including financial modeling, margin management and capital structuring. Ideally a post graduate business qualification
- * A strong career track record, heading up the Finance function in a large, complex organization with multidimensional businesses for a minimum period of 3- 5 years, within the banking sector
- * The ability to position the company effectively to gain market confidence and credibility, to identify and source large amounts of debt finance
- * A high EQ leader that inspires strong team performance
- * A financial and commercial astuteness at a strategic level coupled with seasoned business judgment
- * A strong strategic competence and track record aligning vision, strategy and its' execution, and policy formulation and implementation
- * A track record in change management, re-engineering operations and procedures and leading large multiple projects whilst inculcating a performance culture
- * A passion for development finance coupled with a commercial acumen, and the ability to balance the two
- * A strong track record in implementing and leading IT projects that will improve operational efficiencies and processes
- * Strong negotiation, project management, analytical, decision making and interpersonal skills dealing with diverse stakeholders, including the National Treasury
- * A clear, confident communication ability and style that can influence, motivate and inspire investors, funders and shareholders
- * An up-to-date understanding of and a strong commitment to good corporate governance, and specifically international reporting standards including IFRS, Basel, GAAP and other regulatory reporting requirements, including an appreciation of the PFMA
- * A strong Southern African market knowledge within the broader business and macro economic landscape
- * An individual who has a passion for world class delivery, and an understanding of and an appreciation of the need for development funding and how to balance the economic and socio political variables, coupled with political savvy
- * A South African citizen who is committed to change and transformation and has political acceptance in this regard, and adds to the gender diversity of the organisation

Desirable:

- * A thorough IT sector understanding and exposure
- * Exposure to Africa and global markets
- * An understanding of the PFMA, National Treasury Regulations, Labour Relations Act, and SITA act

KEY PERFORMANCE AREAS:

- * Contribute positively to the strategic planning processes, and provide high level financial leadership and commercial acumen
- * Lead the day to day finance operations and department and lead the Finance strategy
- * Develop financial risk management strategies.



- * Direct financial plans in line with the vision, strategy and goals, in support of the infrastructure growth and development opportunities of the region (South Africa, neighboring countries,), including financial modeling, scenario planning and forecasting.
- * Engage effectively at a strategic level with Government officials and senior financial counterparts, locally and internationally.
- * Oversee and direct financial accounting systems enhancement, ensuring appropriate support, controls and management. Continue the development of the ERP system
- * Review and analyze business operations (current and future) and associated plans to ensure financial effectiveness and sustainability
- * Provide financial and statistical reports, plans and budgets for executive decision making at executive and Board level.
- * Ensure effective compliance across all financial and related matters.
- * Ensure appropriate financial policies and procedures are in place to support the business
- * Comply with accounting reporting requirements according to the generally accepted code of practice, the statutory audit process as well as good corporate governance
- * Enhance high standards of financial control and ensure effective management of working capital, margin management, risk management and disciplined financial best practice

BEHAVIORAL COMPETENCIES AND PERSONALITY ATTRIBUTES (CRITICAL FOR SUCCESS):

- * A credible, high integrity, well respected leader in South Africa with gravitas
- * An effective communicator who is persuasive, solid, and inspires confidence at all levels
- * A seasoned professional who is well regarded within Government, the business community and financial circles
- * A persuasive individual who is able to “sell” the company and its’ credibility.
- * A strategic leader with an analytical ability and a detail orientation, and an ability to balance the two
- * A flexible, high-energy dynamic self-starter who is proactive
- * A high intellect individual who has impact, personal and technical ability that is above average
- * A team player who leads from the front
- * A resilient individual with a resolve and a diplomacy to effectively manage the demands of conflicting interests

PACKAGE

A highly competitive package with attractive short incentives will be negotiated

Submit a detailed CV to:

Ref. : AP0680

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

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