



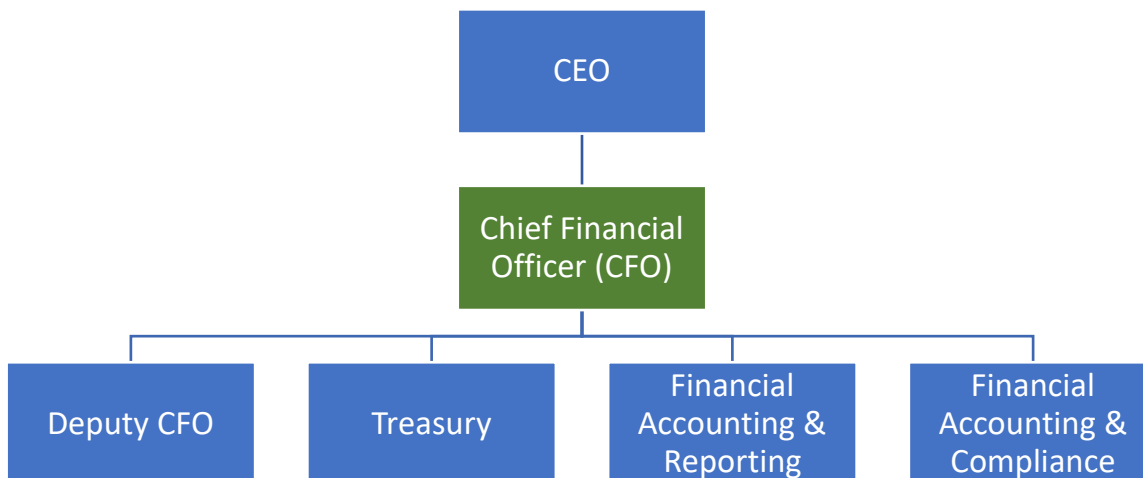
## ROLE SPECIFICATION CHIEF FINANCIAL OFFICER

<b>TO</b>	Internal / External / Recruitment Agencies
<b>REPORTS TO</b>	Chief Executive Officer
<b>ADVERTISED</b>	17 August 2025
<b>CLOSING DATE</b>	<b>01 September 2025</b>
<b>SALARY</b>	Market-related
<b>LOCATION</b>	SANRAL Head Office: 48 Tambotie Ave, Val de Grace, Pretoria, 0184
<b>APPOINTMENT TYPE</b>	Five (5) Year Fixed Term Contract

### POSITION OBJECTIVE:

To be accountable for the strategic development, planning, implementation, and management of all financial activities within the organization, ensuring robust financial control, compliance with standards and regulations, and contributing to the organization's overall financial health and stability.

## FINANCE ORGANISATIONAL STRUCTURE:



### MINIMUM REQUIREMENTS:

- Bachelor Honors Degree (BCom Accounting Honours) or an equivalent NQF 8 qualification
- Registered with SAICA as Chartered Accountant – Chartered Accountant South Africa CA(SA) or equivalent, e.g. U.S. Certified Public Accountant (CPA)
- Ten (10) years of experience in a senior financial role
- Minimum of 5 years senior and/or executive leadership and managerial experience

*(Where applicable, a candidate must produce an official SAQA evaluation confirmation of their international qualification.)*

### ADVATAGEOUS:

- A relevant post graduate Masters or higher degree will be an added advantage
- Extensive experience in business administration in a medium to large sized organisation in either public or private sector or both
- Extensive experience with raising funding in listed and/or unlisted capital markets

## **TECHNICAL COMPETENCIES:**

### **Knowledge:**

- Knowledge and understanding of the Public Finance Management Act (PFMA) and an understanding of the implications on SANRAL's Finance function and key interactions between Finance and other functions
- A detailed knowledge of the Generally Recognised Accounting Practice (GRAP) and/or International Financial Reporting Standards (IFRS) and the implications for SANRAL financial reporting and compliance requirements
- Knowledge and understanding of the regulatory environment and legislation governing B-BBEE and supporting elements with focus on Enterprise and Supplier Development (ESD), which drives Transformation in the supplier base and preferential procurement policies
- An understanding of emerging trends and innovations in Finance with a view to shaping the future roles that these functions will play at SANRAL

### **Skill:**

- Expertise in budgeting, financial planning, and financial analysis
- Ability to align financial strategies with organizational goals
- Strong leadership skills to guide and influence the finance team and broader organization
- Foresight and an ability to understand trends in order to shape the future vision and roles of Finance
- Ability to communicate complex financial information clearly to various stakeholders
- Ability to objectively analyse and evaluate issues and factual evidence to form judgements
- Capability to analyse data, information and situations and arrive at optimal solutions and decisions
- Ability to pay close attention to details and completing tasks with a high level of thoroughness, accuracy, and completeness
- Ability to set up procedures and systems to ensure adherence to governance and compliance requirements
- Ability to manage relationships with senior stakeholders (both internal and external) and navigate complex environments and scenarios to attain optimal outcomes and decisions

## **KEY RESPONSIBILITIES:**

### **Set strategic direction for SANRAL's business, as well as financial targets**

- Contribute in the development of SANRAL's Business Strategy by formulating a robust financial strategy aligned with the overall business goals
- Translate business strategy into actionable financial performance targets, ensuring the organization's financial direction supports sustainability

### **Ensure SANRAL's Financial Performance**

- Maintain a deep understanding of and manage the SANRAL's revenue and cost performance, capital structure and overall financial health
- Oversee budgeting processes, ensure optimal capital allocation, manage debt, liquidity and investment portfolios, and ensure that financial decisions align with the organization's objectives.
- Ensure cost excellence by approving targets for and monitoring spending performance, manpower, operating performance, unit costs, departmental capital, and operating budgets throughout the organisation.
- Set targets and be accountable for optimal capital structure, mix of fixed/floating rate debt, debt refinance and repurchase and interest rate hedging opportunities.

### **Compliance, Monitoring and Reporting**

- Ensure compliance with all financial policies, standards, and regulations, including the Companies Act, SANRAL Act, JSE Debt Listing Requirements, GRAP, PFMA, and other relevant frameworks.
- Be accountable for all SANRAL financial reporting, setting targets for the Finance function to ensure high reporting quality through timeous release and with minimal audit adjustments
- Define the targets and measurement criteria to monitor the performance of the Finance functions across key strategic priorities
- Oversee payroll processes and financial audits

### **Finance Function Management**

- Oversee the capacitation and structuring of the Finance function, ensuring it is equipped to fulfil the organization's financial strategy
- Plan for future financial requirements, drive talent management, and ensure alignment with the organization's culture and strategic priorities

- Drive talent management, performance management, training, development and succession planning

## **EMPLOYMENT REFERENCE CHECKS**

Employment reference checks are a requirement as part of SANRAL's recruitment and selection process. In order for SANRAL to conduct these checks a consent form needs to be completed and signed by the applicant. As an applicant of this position, you authorize SANRAL to process all the information provided for the purpose of your application for the position as well as the verification and record keeping of such credentials.

Please note that this is a confidential document and is intended for internal use by SANRAL's Human Resources department only.

## **EMPLOYMENT EQUITY**

Appointments will be made in accordance with SANRAL's Employment Equity plan.

Applications must be made to: [response@sanral.co.za](mailto:response@sanral.co.za)

## **SANRAL reserves the right not to fill any position**

Please note that further communication will be limited to shortlisted candidates only.