



JOB TITLE: CHIEF FINANCIAL OFFICER (CFO)

Closing Date: 9 May 2025

Fixed Term Contract (FTC): 5 years

Location: Pretoria

Division: Finance

Submit Applications to: executiveCFO@sedfa.org.za

OVERVIEW	The Small Enterprise Development and Finance Agency (Sedfa) invites qualified candidates to apply for the Chief Financial Officer (CFO) position, reporting to the Sedfa CEO. The CFO will drive efforts to coordinate financial resources, practices, and initiatives, that are in line with Sedfa 's mandate, whilst responsive to the unique profile of the Sedfa beneficiaries, ensuring the financial growth sustainability of small enterprises to contribute to a transformed and inclusive economy. The CFO will strategically guide and implement financial accounting, management accounting, and supply chain strategies for Sedfa 's business units and its subsidiaries, and introduce suitable financial systems, processes, policies, and internal controls in compliance with the PFMA, Treasury Regulations, and all other relevant legislation. The work of Sedfa covers a substantial part of South Africa's economic policy landscape.
NO. OF INCUMBENTS	1
REMUNERATION	Negotiable
KEY PERFORMANCE AREAS	<ul style="list-style-type: none"> • Provide strategic direction in respect of financial management and contribute to the strategic planning processes of the organization. • Ensure that budget processes are aligned to strategic planning processes and performance outcomes. • Develop and ensure the implementation of appropriate policies, business processes and standard operating procedures for the division • Lead and direct management accounting and budget management strategy and function. • Oversee the Financial reporting and analysis processes for the financial statements of the entity. • Ensure accuracy and compliance with accounting standards (example: IFRS/ GAAP) and timely reporting. • Analyse financial performance and recommend improvements. • Lead and oversee the provisioning of supply chain management services. • Oversee adherence to reporting timelines. • Assure the embedding of risk, compliance, and audit practices in all the Division's processes and systems.
REQUIRED MINIMUM QUALIFICATION	<ul style="list-style-type: none"> • NQF Level 8 in BCom Accounting, CA(SA) qualification. • NQF Level 9 in BCom Accounting, CA(SA) will be an added advantage.
REQUIRED WORK EXPERIENCE	<ul style="list-style-type: none"> • Minimum of 10+ years of practical experience in financial management and administration, including at least 5 years in a Senior Management role. <p>Able to demonstrate:</p> <ul style="list-style-type: none"> • Sound knowledge and experience in financial management, budgeting, revenue management, working capital and cash flow management. • Ability to provide financial advice to the CEO and to the Board. • Experience in building and maintaining relationships with key stakeholders including shareholders, bankers, auditors, and regulatory authorities. • Extensive knowledge of IFRS, PFMA, and Treasury Regulations. • Ability to collaborate with cross-functional teams to drive business performance, analyse ROI, and improve operational efficiencies. • Demonstrate financial leadership and setting the direction for company-wide accounting policies, budgeting processes, and financial planning. • Knowledge and understanding of Corporate Governance Systems (King IV report) and Risk Management. • Extensive management and leadership experience.



CRITICAL COMPETENCIES	Advanced level of competencies required: <ul style="list-style-type: none">• Adaptability and Resilience• Business and Financial Acumen• Change Management• Coaching & Mentoring• Communication Skills• Emotional Intelligence• Ethical Standards and Integrity• Leadership and Team Management• Negotiation and Relationship Management• Risk Management• Strategic Thinking
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NB: Sedfa is committed to the pursuit of diversity and redress. The organisation promotes equity and representativity in terms of race, gender, and people living with disability. Previously disadvantaged Individuals are encouraged to APPLY.

- The appointment of candidates is subject to the verification of all their credentials and any other checks as may be necessary including top-secret security vetting.
- Submission of copies of qualifications, Identity document, and any other relevant documents will be limited to shortlisted candidates only.
- Foreign qualifications must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA).
- **Sedfa** reserves the right not to fill or withdraw any advertised post.
- Please note that only shortlisted candidates will be contacted, and if you have not heard from us within three (3) months of submitting your application, please consider it unsuccessful.
- Please note that by applying for this position, you permit **Sedfa** to process your personal information in compliance with POPI ACT.

APPLICATIONS: Candidates must submit the applications to: executiveCFO@sedfa.org.za
Please quote the position in the subject line (email) when applying.

Email for enquiries: executive-inquiries@sedfa.org.za

NB: Applications received after the closing date will not be considered.