



## **Director: Internal Control and Compliance (CFO11/2025)**

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**Salary:** R1 216 824 per annum, (all-inclusive salary package)

**Centre(s):** Pretoria

**Requirements:**

An undergraduate qualification in Accounting/ Auditing or relevant qualification within the Financial Management field on (NQF7) as recognized by SAQA. A minimum of 5 (five) years of experience at middle/senior managerial level within the relevant field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG). Knowledge of Financial prescripts (MCS and GRAP), Knowledge of Public Service financial legislative frameworks; Public Finance Management Act; National Treasury Regulations (Directives, Instruction notes and guidelines); Budget Management processes and procedures and Supply Chain Management Framework. Knowledge on International Accounting Standards. Knowledge on International Auditing Standards. Knowledge of Government Financial systems (PERSAL, LOGIS, BAS). Knowledge of asset management, procurement and business practices. Knowledge of strategic planning and budgeting; Auditing and Risk management. Stakeholder engagement; Strategic Capability and Leadership; Programme and Project Management; Financial Management; People Management and Empowerment. Ability to gather and analyse information. Ability to develop, interpret and apply policies, strategies and legislation. Good Communication skills (written and spoken); Problem Solving and Analysis skills; good organising and planning skills.

**Duties:**

Ensure effective monitoring of compliance with the Treasury Regulations, Modified Cash Standard or Generally Recognised Accounting Practice (GRAP) and other Prescripts impacting on Finance and Supply Chain Management (SCM). Ensure sound internal controls and reporting systems. Assess internal controls on finance and supply chain systems for non-compliance. Monitor and evaluate compliance processes with relevant policies and procedures. Monitor and review of policies, delegations and business processes within Finance and SCM. Provide a framework for financial risk assessment. Develop and oversee systems for uniform handling of non-compliance issues and proper reporting. Develop/implement corrective action plans to address control weaknesses. Ensure effective audit coordination, both for Internal Audit and the office of the Auditor-General of South Africa. Coordinate the development, monitoring and evaluation of Audit Action Plans derived from internal and external audit findings. Ensure progress report over the compliance objectives and the implementation of action plans are submitted. Provide strategic advice/support to the Chief Financial Officer in respect to Audits and Financial Management. Oversee timely resolution of audit queries. Manage the provision of Fraud Prevention and Loss Management. Conduct determination tests on reported cases of

irregular and fruitless and wasteful expenditure. Analyse quarterly and annual financial reports. Provide monthly report to National Treasury and the CFO on reported cases of irregular and fruitless and wasteful expenditure. Provide effective financial systems and support services. Provide advice on the implementation of financial management policies, processes (manual and automation initiatives), procedures, standards, systems and practices. Ensure good governance in line with treasury guidelines and regulations and the PFMA. Overseeing and monitoring the implementation of the compliance programs.

**Enquiries:** Ms P Diphaha  
Tel: 012 399 9602 / 012 399 9602

**Application:** [CFO11-2025@dffe.gov.za](mailto:CFO11-2025@dffe.gov.za)

**Closing date:** 30 April 2025

- All applications must be submitted on a signed **new Z83 application form** (*click bold underlined text to download PDF form*) accompanied by a recent detailed curriculum vitae to be considered.
- Please note that ***should you not use the newly amended Z83 and completed, initialed and signed in full, the department reserves the rights to disqualify your application.***
- **Applications may be forwarded to:** The Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X447, Pretoria, 0001 **or** hand-delivered to: Environment House, Erf 1563 Arcadia Extension 6, Cnr Soutpansberg and Steve Biko Road, Arcadia, Pretoria **marked for the attention:** Human Resources Management.
- It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Correspondence will be limited to successful candidates only.
- The National Department Forestry, Fisheries and the Environment, is an equal opportunity, affirmative action employer. Preference may be given to appointable applicants from the underrepresented designated groups in terms of the department's equity plan. Persons with disabilities are encouraged to apply.
- Correspondence will be limited to successful candidates only.
- Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment, including but not limited to: criminal records; citizenship status; credit worthiness; previous employment (reference checks); social media checks, and qualification verification.
- Short-listed candidates will be expected to avail themselves at the department's convenience.
- **Entry level requirements for senior management service (SMS) posts:**
  - In terms of the Directive on Compulsory Capacity Development, Mandatory Training Days and Minimum Entry Requirements for SMS that was introduced on 1 April 2015, a pre-entry certificate obtained from National School of Government (NSG) is required for all SMS applicants.
  - The course is available at the NSG under the name "certificate for entry into SMS" and the full details can be obtained by following the below link: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>
  - Shortlisted candidates must provide proof of successful completion of the course.
  - Furthermore, candidates shortlisted for the SMS post will be subjected to a technical exercise that intends to test relevant technical elements of the job.
  - Following the interview and the technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment in compliance with the DPSA directive on the implementation of competency-based assessments.
- The person appointed to this position will be subjected to a security clearance, the signing of a performance agreement and an employment contract.
- The department reserves the right not to make an appointment.
- If you have not been contacted within three (03) months after the closing date of the advertisement, please accept that your application was unsuccessful.