



Internal & External Advert

DESIGNATION: CHIEF FINANCIAL OFFICER: (E3)

DIVISION: FINANCE

LOCATION: HEAD OFFICE (PIETERMARITZBURG)

FIVE YEARS PERFORMANCE BASED FIXED TERM CONTRACT

POST NO. 160001

TOTAL REMUNERATION PACKAGE: (Negotiable)

The KwaZulu-Natal Nature Conservation Board, trading as Ezemvelo KZN Wildlife, is a PFMA Schedule 3C public entity established in terms of the KwaZulu-Natal Nature Conservation Management Act (Act No. 9 of 1997).

THE ENTITY:

The entity is responsible for the management of nature conservation within the Province of KwaZulu-Natal including protected areas as well as development and promotion of ecotourism and facilities within the protected areas. Ezemvelo KZN Wildlife wishes to appoint a suitable candidate into the position of Chief Finance Officer

JOB PURPOSE

To lead the Financial Services Division through the establishment, implementation, and maintenance of a comprehensive financial management strategy, incorporating a medium-term income and expenditure framework. This includes facilitating prudent financial management practices, ensuring overall financial sustainability, overseeing the preparation of accurate and timely financial reports, and ensuring compliance with all statutory requirements.

The role also entails upholding good governance, promoting efficient and effective utilization of financial resources and assets, and providing strategic financial support to enable the achievement of Ezemvelo KZN Wildlife's overarching goals and objectives.

EXPERIENCE & EDUCATIONAL REQUIREMENTS:

- A Postgraduate or Honours degree in Accounting or (an equivalent relevant qualification), along with registration as a Chartered Accountant (CA) (SA) with SAICA, is mandatory.
- Minimum 10 years' experience in accounting and Finance with 5 years at a senior management level within a large complex organization with an annual turnover of at least one billion rand.
- Minimum of five years' demonstrated experience working with auditors,
- Minimum of five years solid track record of implementing PFMA and Treasury Regulations within a large complex organization
- Minimum of five years' experience in preparing financial statement in accordance with GRAP reporting framework with assets worth over R 800 million.
- Demonstrated knowledge and experience in working with oversight bodies such as Portfolio Committees of Legislature
- Essential attributes include a participative management style and the ability to relate to staff and a team player with a highly innovative mindset.

- Strong leadership, problem solving, and conflict resolution skills would be advantageous as would the ability to participate in long term planning to ensure the optimal performance of the organization.
- Display demonstrated business acumen and an understanding of business processes.
- Dedication to the promotion and practice of the principles of good governance.
- Valid Driver's License

KEY COMPETENCIES:

- Strategic financial planning and analysis
- Strong leadership and people management skills
- Governance, risk, and compliance knowledge
- Excellent communication and stakeholder engagement skills
- Decision-making and problem-solving ability
- Integrity and ethical conduct

KEY PERFORMANCE AREAS:

- Driving the development of appropriate financial strategies, policies and implementation plans to re-direct the organization's resources to ensure long-term financial sustainability.
- Building partnerships, interacting, and maintaining sound relationships with highly diverse role-players/stakeholders across a broad spectrum locally, nationally and in cases internationally.
- Providing strategic leadership within the context of the integrated development plan, framework for institutional transformation and reform and related organizational imperatives.
- Providing strategy and policy guidance, in respect of business planning and budgeting processes, in line with the Medium-Term Income and Expenditure Framework (MTIEF).
- Leading and motivating diverse staff within the context of participative management.
- Driving performance in the financial services division.
- Project planning and attending to Principal Officer functions for retirement funds.
- Accountability for compliance with the GRAP, PMFA and Treasury Regulations.
- Create a conducive Supply Chain Management environment to facilitate black Economic Empowerment procurement.

DIRECTIONS TO APPLYING CANDIDATES:

ALL CANDIDATES WHO PREVIOUSLY APPLIED ARE ENCOURAGED TO RE-APPLY

The following **mandatory documents** must be submitted.

- Fully completed Ezemvelo Application Form for Employment (available from <http://www.kznwildlife.com/careers>)
- Applications without Ezemvelo Application Form and incomplete forms **will not** be considered.
- Only shortlisted candidates will be required to submit certified application supporting documents, including qualifications certificates, Driver's License, Identity Document (ID) etc.

The appointment to the post is subject to a positive outcome obtained from all verifications in relation to the position advertised.

Applicants are encouraged to apply for posts through the KZN online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Ezemvelo application form directly to the following email address recruitments@kznwildlife.com.

Applicants may also visit any KZN Department's and Public Entity's Designated Online Application Centres (DOACs) where staff will assist you with applying for jobs on the KZN online e-Recruitment system or receiving your hardcopy application.

You can find the list of Designated Online Application Centers (DOACS) at www.kznonline.gov.za/kznjobs.

Please note that applicants should only use one of the following methods when applying for a post:

- either through the online e-Recruitment system USING EZEMVELO APPLICATION FORM,
- emailing Ezemvelo application form directly to recruitments@kznwildlife.com
- submit a hardcopy application to one of the Designated Online Application Centres (DOACS)

For any queries relating to this job-application please contact Recruitment Office on **033 845 1761** during office hours.

Closing Date: 24 October 2025

Applications received after the closing date will **not** be considered. Applicants not contacted within 30 days of the advertisement closing date should consider their applications unsuccessful. Selection will be made in terms of the Organization's Employment Equity Plan and Preference will be given to members of designated groups. Ezemvelo KZN Wildlife reserves the right not to make the appointment towards this post.