

**5 YEARS FIXED TERM POSITION AVAILABLE
(Salary package: DPSA level 14)**

CHIEF FINANCIAL OFFICER

The National Arts Council is a grant distribution agency of the Department of Sport, Arts and Culture, established through the National Council Act, No 56 of 1997. The NAC is responsible for the funding and development of the cultural and creative sector, particularly music, craft, dance, theatre, literature, visual arts, multi-disciplinary and the granting of bursaries. The NAC aims is to be an accessible and a responsive funding agency, delivering public value, a catalyst in the arts and in support of free and diverse artistic expressions. Given the tight economic climate , the CFO will need to ensure efficient and economic use of resources asper Chapter 10 of the Constitution.

REQUIREMENTS (full job specification is available upon request)

The National Arts Council is looking for a Chief Financial Officer (CFO) with strong financial planning and analysis capabilities to be responsible for managing the financial affairs of the entity. The CFO sought must show strong leadership skills, ability to develop and oversee the NAC's financial system, including creating sound fiscal strategies.

The CFO will report directly to the CEO and will be a thought partner and strategic advisor who supports the organization's scaling and continued growth, responsible for:

- Overseeing all aspects of the entity's financial health, particularly the management and disbursement of grants against available funds.
- Drive the design and implementation of blended finance models that attract private investment and donor funding in alignment with Treasury requirements,
- Monitoring performance with tracking, establish corrective measures as needed, and prepare detailed and summary reports, both current and forecasted for Council meetings, monthly company updates and as needed by staff, including tracking cash flow analysis.
- Leading the development and use of best-practice policies, practices, and tools that ensure a well-controlled yet flexible organization with strong fiscal management, project management, cross-team communications and workflow efficiency.

- Lead annual audit and ensure compliance with relevant legislation, policies, and financial requirements by enforcing compliance and taking corrective action.
- Developing and managing the NAC's budget, including reprioritizing expenditure and make informed policy choices that are affordable in the medium term.
- Ensuring adherence to PFMA and National Treasury Regulations.
- Preparing their medium-term budget estimate and annual financial statements for the entity.
- Create measurable annual and multi-year financial goals that align with the organization's strategic direction.
- Communicating complex financial information to a variety of audiences including Council, funders, donors, partners, staff, etc.
- Mentoring, coaching, and contributing to enhancing financial acumen across the organization.

Minimum education requirement

- Degree in Accounting and/or Financial Management at a NQF Level 8.
- Master's Degree or equivalent NQF level 9 qualification relating to business management is preferred.
- A CA(SA), CIMA Chartered Qualification would be an added advantage.

Required experience

- Minimum 10 years' work experience with general accounting/finance concepts and practices.
- 5 years demonstrable experience in a senior executive management role, preferably at CFO level.
- Proven track record of raising capital and structuring development-finance transactions, including valuation, scenario modelling, and cost-benefit analysis.
- Public sector experience is required.
- Relevant experience and skills in Supply Chain Management is required.
- Proficiency working with grant funding revenue sources, including government contracts and grants, restricted funding, private foundations, corporations and individual donors.
- High ethical standards with the ability to maintain confidentiality, ensure data privacy and secure sensitive information.
- Sound knowledge of legislative frameworks applicable to the entity (i.e., PFMA, National Treasury and regulations)
- Knowledge of Generally Recognized Accounting Practices (GRAP), IFRS, King V.

Skills and attributes

- Financial management skills
- Negotiations skills
- Account management skills

- Assertiveness
- Excellent verbal and written communication skills
- Business acumen
- Efficient and accurate with attention to detail
- Integrity, sound judgment and strong business ethics
- Problem solving and decision making

A market related package will be negotiated with the successful candidate(s). If you have not heard from the NAC within 6 (six) months, please note that your application has been unsuccessful. The NAC applies the Employment Equity Act in its recruitment process and strives for a staff complement that is representative of South Africa. The NAC reserves the right not to appoint.

Interested candidates are invited to submit their resume and a cover letter outlining their qualifications, work experience and vision for the role, the application should be accompanied by certified copies of qualifications and identification.

Applications must be addressed to email: recruitmentcfo@nac.org.za, with subject line: Chief Financial Officer application.

IMPORTANT NOTICE: Previous applicants need to re-apply.

Legal and Equity Compliance Statement for Inclusion in Adverts:

The National Arts Council (NAC) is an equal opportunity employer and is committed to complying with the Employment Equity Act, 1998 (Act No. 55 of 1998), the Public Service Act, 1994 (Act No. 103 of 1994), and Section 195 of the Constitution of the Republic of South Africa, 1996.

The NAC is a designated employer in terms of the Employment Equity Act. The appointment will follow the entity's EEA targets.

Only South African citizens and permanent residents will be considered for appointment, in compliance with Section 10 of the Public Service Act, 1994. Foreign nationals may only be considered in exceptional circumstances, subject to approval by the relevant authority and where critical skills are demonstrably scarce within the local labour market.

Closing date: 23:59 on Friday 27 March 2026

FOR ENQUIRIES

Contact person: Ms. Florence Mohale

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