



# HARRY GWALA DISTRICT MUNICIPALITY

## BUDGET AND TREASURY OFFICE

### CHIEF FINANCIAL OFFICER

NATURE OF APPOINTMENT: PERMANENT

**Total remuneration package per annum (all-inclusive package):**

**Minimum: R965 958.00 - Midpoint: R1 103 953.00 -**

**Maximum R1 224 083.00**

Appointment to the position of the Chief Financial Officer will be on a permanent basis and will be performance-based. The appointment will be in terms of Section 56 and 57 of the Local Government: Municipal Systems Amendment Act, Act 3 of 2022, read together with the Local Government: Municipal Performance Regulations, 2006 and the Local Government: Municipal Finance Management Act: Municipal Regulations on Minimum Competency Levels of 2007. Successful candidates will be required to sign a performance agreement and disclosure of financial interest and shall be subjected to a security vetting.

**Key requirements:** • A Bachelor's Degree (NQF Level 7) in Accounting/ Finance/Economics or relevant qualification • A minimum of seven (7) years' experience at senior and middle management levels, of which at least two (2) years' must be at senior management level • Extensive and practical experience in the Local Government financial environment with a proven track record of accomplishment at a management level • Demonstrate practical experience with the implementation of the Municipal Finance Management Act, Treasury Regulations, Supply Chain Management and other related legislation governing Local Government • Compliance with the minimum competency levels as prescribed by the Government Gazette No. 29967 of 15 June 2007 is essential as amended by Government Notice 1146 dated 26 October 2018 • A qualification in the Certificate Programme in Management Development for Municipal Finance (CPMD MF) or attaining the qualification within a reasonable time-frame in terms of Municipal Regulations on Minimum Competency Levels of 2007 • A valid Code B driver's licence.

**Leading competencies:** • Strategic direction and leadership • People management • Program and project management • Financial management • Change leadership • Governance leadership

**Core Competencies:** • Strategic leadership and management • Strategic financial management • Operational financial management • Governance, ethics and values in financial management • Financial and performance reporting • Risk and change management • Project management • Legislation, policy and implementation • Stakeholder relations • Supply Chain Management • Audit and assurance • Revenue Enhancement and Collection • Asset Management.

**Knowledge:** • Advanced knowledge and understanding of relevant policy and legislation • Advanced understanding of institutional governance systems and performance management • Advanced understanding of Council operations and delegation of powers • Good governance • Audit and risk management establishment and functionality • Budget and finance management • Ability to be an innovative and strategic leader • Good facilitation and communication skills in at least two official languages.

**Key performance areas:** Reporting directly to the Accounting Officer, the incumbent shall be expected to: • Ensure the implementation of General Accounting Practice (GRAP) Standards • Provide strategic leadership in the Budget and Treasury Office of the Municipality • Develop and continuously evaluate short- and long-term strategic financial objectives and ensure that internal financial targets and budgets are fully consistent with the Municipality's IDP, SDBIP's and relevant agreements with other sectors of Government • Ensure effective and efficient management and control of municipal bank accounts and investment of surplus funds • Ensure credibility of finance reporting by providing timely and accurate analysis of budget, financial trends and forecast • Meet reporting requirements as required in terms of financial management legislation such as the MFMA, Treasury Regulations and the DORA • Monitor financial risks and implement an anti-fraud and corruption strategy in collaboration with risk management • Ensure effective functioning of financial budgeting, financial accounting, financial analysis and financial reporting systems • Compile budget estimates, monthly forecasts, project planning and produce adjusted cash flows • Provide support during the preparation of the Municipality's IDP and SDBIP's to ensure effective and efficient performance • Develop tools and systems to provide critical and operational information to the Management of the Municipality and make actionable recommendations on both strategic and operational issues • Formulate creative solutions to enhance cost effectiveness in the delivery of services and the administration of the Municipality • Liaise with relevant role-players in the financial environment regarding transverse financial matters • Manage all resources assigned to the incumbent and provide exemplary leadership towards a culture of Corporate Governance and Ethics • Be responsible for Financial Performance Management Reporting, Municipal Supply Chain Management, Internal and External Audit and Accountability • Assist the Accounting Officer with other roles and responsibilities delegated to the CFO position in terms of the relevant legislation.

**Enquiries should be directed to:** Human Resource on (039) 834 8756/ 5504/8752. Faxed applications will not be accepted.

Applications must be submitted with a signed application form, which can be found on our website [www.harrygwalamunicipality.gov.za](http://www.harrygwalamunicipality.gov.za) accompanied by a comprehensive curriculum vitae, certified copies of educational qualifications, identity document and driver's licence must be addressed to the Municipal Manager for attention: **Mrs. TT Thiyane-Magaqa, Executive Director: Corporate Services, Harry Gwala District Municipality, Private Bag X501, IXOPO, 3276, or can be hand delivered at 40 Main Street, IXOPO, 3276 or emailed to: [recruitment@harrygwalamunicipality.gov.za](mailto:recruitment@harrygwalamunicipality.gov.za) to reach us no later than 15H00, 19 SEPTEMBER 2025.**

Further correspondence will be confined to shortlisted candidates. If you have not been contacted within four months of the closing date of the advertisement, please accept that your application has been unsuccessful.

**NB:** Canvassing with Councillors or Management will lead to immediate disqualification. The Harry Gwala District Municipality subscribes to the National Equity Strategy.

The Council reserves the right not to continue with the interview and appointment if it feels that no suitable candidate could be found.

**NB:** All applications must be submitted using the Harry Gwala District Municipality application form and failure to do so will lead to a disqualification.

**MR G.M. SINEKE: MUNICIPAL MANAGER**