CHIEF FINANCIAL OFFICER

Status: Five (5) Year Fixed-Term Contract
Location: Pretoria Head Office
Grade: F-Band
Reporting Line: Group Chief Executive Officer (GCEO)

Organisation Context

SAFCOL (South African Forestry Company SOC Limited), the country's state-owned forestry enterprise, is seeking an exceptional Chief Financial Officer (CFO) to lead the organisation into its next era of commercial excellence, socio-economic impact, and sustainable growth. This is a unique opportunity for a visionary and values-driven executive to champion both financial performance and developmental transformation in alignment with national priorities**.**

Purpose of the Role

SAFCOL is seeking a strategic and results-driven CFO to provide strategic financial leadership to the Group, ensuring long-term financial sustainability through rigorous oversight, sound governance, and strict adherence to applicable regulatory and legislative frameworks. The role carries dual accountability to executive management and the Board, requiring strong governance orientation, independence of judgement, and the ability to operate effectively within a public-sector, shareholder-driven environment. Reporting to the GCEO, the CFO advises the Executive Committee and Board on financial strategy, capital planning, and fiscal sustainability, while exercising effective oversight of company-wide finance and supply chain functions. The CFO serves as a key enabler of organisational turnaround, financial resilience, and value optimisation across a capital-intensive and geographically dispersed operation.

Key Accountabilities

1. Lead the development and execution of the Group Financial Strategy, including oversight of business cases, investments, funding structures, and capital allocation, aligned to SAFCOL's integrated business strategy.
2. Act as custodian of value creation by driving financial turnaround, cost Optimisation and revenue enhancement to strengthen organisational performance and sustainability.
3. Ensure accurate, timely, and decision-relevant consolidated financial reporting across complex entities.
4. Oversee financial planning, budgeting, forecasting, and statutory reporting while ensuring full compliance with IFRS, GAAP, PFMA, King IV principles, and applicable legislation, embedding ethical leadership and good governance across the Group.
5. Translate complex financial information into clear strategic insights for executive and Board decision-making.
6. Provide executive oversight of internal and external audit processes, strengthening audit outcomes through proactive audit management, enhanced internal controls, and the reduction of irregular, fruitless, and wasteful expenditure.
7. Lead enterprise-wide financial risk management and ensure integrity of the risk control framework.
8. Provide and oversee strategic oversight of Supply Chain Management to ensure compliance, efficiency, and value-for-money procurement aligned with public sector regulations.
9. Cultivate strategic relationships with key stakeholders, while representing the organisation in engagements with Board Committees, Parliamentary structures, investors, financiers, and other strategic stakeholders.
10. Oversee a high-performing Group finance function.
11. Enhance and optimise digitisation, automation, and continuous improvement of financial systems and reporting capabilities.

Minimum Requirements
- Chartered Accountant CA(SA) with SAICA registration
- NQF Level 9 qualification (MBA, MCom, or equivalent) is highly desirable
- Professional affiliation with bodies such as SAICA, CIMA, or IoDSA will be advantageous
- 10–15 years' progressive experience in financial leadership roles
- Minimum 5 years at Executive or Senior Management level in a complex, regulated environment
- Proven track record within a state-owned entity or public sector environment, with strong exposure to PFMA, Treasury Regulations, and governance frameworks
- Demonstrated experience in managing large-scale, capital-intensive operations and multibillion-rand budgets
- Proven experience in leading and delivering successful corporate turnaround and business transformation initiatives
- Proven experience in funding and capital raising within a commercial or public sector environment
- Proven experience in leading and delivering successful corporate turnaround and business transformation initiatives
- Demonstrated experience in reporting to and engaging with Boards and Board Committees on strategic financial, governance, and risk matters
- Professional membership with a recognised forestry professional body will be an added advantage

Core Competencies
- Strategic thinking, operational excellence, and commercial insight
- Strong capabilities in governance, risk management, supply chain oversight, stakeholder engagement, cross-functional leadership, and change management
- Deep expertise in financial regulation, tax, capital planning and reporting standards
- Data analytics and performance optimisation
- Digital transformation, systems integration, and process automation

Leadership and Strategy
- Visionary and transformational leadership
- Strategic thinking and execution
- Business growth and commercial acumen
- Enterprise leadership and organisational transformation

Financial and Commercial Management
- Financial stewardship
- Investment and capital allocation
- Corporate finance and funding strategies
- Revenue growth and profitability management

Governance and Risk
- Corporate governance expertise
- Risk management and regulatory compliance
- Ethical leadership and accountability
- Board and shareholder engagement

Stakeholder Management
- Political acumen and stakeholder diplomacy
- Government relations
- Community engagement

• Labour relations and social partnership management

Operational Excellence
• Operational optimisation
• Infrastructure and capital project oversight
• Performance management
• Innovation and digital transformation

Personal Attributes
• High integrity and ethical conduct
• Sound judgement and decision-making
• Resilience and adaptability
• Strong interpersonal and communication skills
• Results-oriented and performance-driven
• High emotional intelligence

Preferred additional expertise
• Public-Private Partnerships (PPPs)
• ESG and Sustainability Reporting
• Climate Change and Carbon Markets
• International Trade and Market Development
• Corporate Restructuring and Turnaround Management
• Development Finance and Infrastructure Financing
• Land Reform and Restitution Programmes
• Mergers, Acquisitions and Strategic Partnerships
• Renewable Energy and Bioeconomy Initiatives
• Forestry Certification Systems (FSC, PEFC or equivalent)
• Knowledge of State-Owned entity governance

Application Process
Qualifying individuals should submit a comprehensive CV, certified copies of qualifications, and a covering letter outlining alignment with the role requirements. Applications to be submitted to:executives@intobeingplacements.co.za.

SAFCOL is an equal opportunity employer committed to transformation and diversity.

Closing date: **21 July 2026**.

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful. **Prospective individuals are subject to mandatory security checks.**

For enquiries, please contact: Terry-Joy Mogano – executives@intobeingplacements.co.za