SAFCOL
OUR FORESTS. OUR FUTURE.

GENERAL MANAGER: RISK, RESILIENCE, INSURANCE, ETHICS AND COMPLIANCE MANAGEMENT (GM: RRIEC)

Status: Permanent
Location: Nelspruit/ Pretoria Office
Grade: E1
Reporting line: Chief Risk Officer

Role Mandate
To provide strategic direction, lead and integrate the Risk Management, Business Resilience, Insurance, Ethics Management and Compliance framework. (RRIEC) for SAFCOL Group and its subsidiaries. Ensure effective governance, proactive identification and mitigation enterprise-wide risks, embed ethical organisational culture, and safeguard Company assets. Drive and maintain compliance with statutory, regulatory and Company policy requirements. Ensure operational excellence to support the Company's long-term sustainability, resilience and strategic objectives achievement.

Key Accountabilities
- Lead and formulate RRIEC strategy that is aligned to overall Company strategy and objectives
- Develop, implement and maintain RRIEC frameworks, policies and procedures in accordance with relevant prescripts and Company requirements
- Translate RRIEC functional strategy into operational and strategic plans
- Ensure that risk appetite and tolerance are clearly defined and communicated
- Support SAFCOL to deliver on its mandate and ensure maintenance of effective and efficient practices in:
    - Risk management (at all levels, e.g. strategic, operational, project, etc.)
    - Resilience (including business continuity management)
    - Insurance (including alternative risk financing)
    - Ethics and Compliance
- Drive continuous maturity improvement of RRIEC practices
- Develop and implement strategies to drive risk awareness, compliant, and ethical culture
- Monitor and evaluate capital investment and liquidity strategies against approved risk appetite
- Develop and implement appropriate risk models, tools, and techniques to address identified and emerging risks
- Oversee implementation and continuous improvement of Risk Management (RM) tools
  Lead establishment of Group risk profile to enable sound decision-making
- Lead enterprise-wide risk assessments and ensure mitigation plans are implemented
- Conduct regular stress testing and scenario analysis, assess impact of identified risks against approved risk appetite and tolerance levels
- Provide insights to strengthen risk mitigation, strategic decision-making, and organisational resilience
- Facilitate identification and assessment of financial risks, including liquidity, credit, market and operational risks
- Advice on investment strategies and capital allocation to mitigate financial risks
- Monitor key risk indicators and facilitate evaluation of control effectiveness across the business
- Provide training to promote risk awareness culture and initiatives to embed a risk-aware culture across and manage risks effectively
- Lead, manage and coordinate SAFCOL's risk, resilience (including business continuity management plans and testing), insurance (including alternative risk financing), ethics and compliance management practices
- Guide and oversee implementation of a robust resilience programme (including threat/vulnerability identification and assessment, crisis response and management, disaster recovery, and continuity plan development, training and testing)
- Conduct resilience testing, scenario planning, and simulation exercises and ensure minimum disruption to operations in an event of crisis, disasters, or incidents
- Optimise insurance portfolios including assets, liabilities, safety, environmental and investment risks
- Analyse emerging risks to adjust insurance coverage and risk financing approaches, manage claims processes and insurance relationships
- Develop and facilitate implementation of BCM plans for significant business risks
- Negotiate insurance policies/contracts, manage claims, ensure optimal cover and cost efficiency
- Evaluate effectiveness of risk transfer strategies and oversee claims management, loss control measures, and risk financing strategies
- Liaise with insurers, brokers and external assessors and ensure adequate cover
- Ensure alignment of insurance arrangements with Company's risk profile and strategic objectives
- Oversee company's ethics programme, including policy development, training, and monitoring to promote a culture of integrity
- Promote and embed an ethical Company culture and oversee ethics awareness campaigns, training, and communication programmes
- Manage ethics reporting mechanisms (e.g. whistle-blower hotlines), investigate ethical breaches and ensure corrective action is implemented
- Ensure alignment with best-practice governance principles, standards, and relevant regulatory frameworks into Company policies, processes, and reporting to promote ethical leadership, accountability and transparency
- Ensure implementation and compliance of applicable statutory, regulatory, systematic monitoring, assessment, and reporting of compliance
- Demonstrate proactive leadership, provide continuous training and development, mentorship,
- Compile and ensure accurate RRIEC departmental forecasting, alignment with strategic priorities, and effective resource allocation
- Manage and monitor procurement process appointment of risk-financing advisory service provider and insurance broker
- Ensure adherence to SCM policies, fair supplier evaluation, and value-for-money contracting
- Compile and present reports to Board and Senior Leadership on risk exposure, breaches of risk appetite, and emerging threats
- Prepare and submit RRIEC reports to EXCO, Board and Shareholder and other relevant stakeholders

Minimum Requirements
- Grade 12
- Post Graduate Degree or equivalent qualification (NQF level 8) in risk in Risk Management, Finance, Business Administration, Law or related field
- Master's degree or equivalent qualification (NQF level 9) in Risk Management, Finance, Business Administration or a related field will be an added advantage
- 8 -10 Years' experience in Ethics, Risk and Compliance Management of which at least 5 years should be at Senior Management level in a large organisation
- Strong knowledge and in integrating risk and performance management
- Sound knowledge of risk management in the public entity
- Previous experience in forestry and/or manufacturing sector will be an added advantage
- Valid driver's license

Leadership Competencies
- Strategic Thinker
- Leading Others
- Driving Change
- Operational Delivery
- Commercial Insight
- Assertive

Behavioural Competencies
- Analytical
- Adaptable and Agile
- Driven and self-motivated
- Negotiation
- Self-Awareness
- Resilience & Trustworthy

Technical Competencies
- Risk Management
- Business Continuity Management
- Insurance Management
- Ethics & Compliance Management
- Financial Risk Management
- Policy Development & Governance

SAFCOL Group is an equal opportunity company with the focus on gender equality and people with disabilities.
Employment Equity will be taken into consideration in terms of all appointments within SAFCOL.
By submitting your CV to SAFCOL, you hereby give permission to circulate your information to the interview panel members for this vacancy only. Your information will not be used for any other position/purpose and will be disregarded after an offer has been made.
Interested qualified individuals can e-mail a concise CV and must submit relevant copies of qualifications in confidence to:
Ms. Nozipho Tembe, Human Capital Practitioner, nozirecruitment@safcol.co.za Tel no: 013 754 2700
Closing date: 26 May 2026. Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful.