



INTERNAL & EXTERNAL

HEAD: TREASURY (L4)

(This is a senior manager position based in Centurion)

Job Title

Reports to

Chief Financial Officer- Postbank

Key Responsibilities

Strategic alignment

- Implement and operationalise the Treasury Policy and Procedures manual in Postbank.
- Update the Treasury Policy as required and drive approval from the Postbank Board.
- Develop funding strategies for Postbank to ensure the Bank meets its liquidity needs, liquidity risk requirements and Banking/Regulatory requirements.
- Develop capital management strategies for Postbank to ensure the bank meets Regulatory capital requirements and capital is managed optimally.
- Provide an overview of financial risks the bank is exposed to and provide input to Balance Sheet Management Committee / ALCO meetings regarding the management of financial risks.
- Maintain relationships with SARB and other Banks within the SA Banking Industry.

Financial

- Consolidate and assist with Postbank's budgets and cash flow forecasting techniques to ensure accuracy of forecasting.
- Responsible for the efficient and effective operating and management of the profit and loss of Postbank's Treasury department.

Compliance

- Ensure the effective and efficient management and control of functions/resources in accordance with the stipulations of the Public Financial Management Act, fraud prevention and risk management principles, legislation, company policies, processes, regulations.

People Management

- Ensure that employees undergo appropriate Treasury, front office, middle office and back-office training and maintain these skills.
- Promote a high performing Treasury function underpinned by leading practice and the effective use of technology.
- Recruit and develop skilled staff appropriately to ensure that the department is sufficiently resourced to fulfil the functions required to meet the strategic objectives of the department.
- Manage performance of direct reportees ensuring agreement of annual goals, measuring performance against agreed goals and dealing with non-performance accordingly.
- Talent management of direct reportees, including career development and paths for all staff and succession planning for key positions.
- Ensure that the working environment contributes to improving staff morale and increasing productivity.
- Align to the bank's operating ambitions and objectives through departmental processes.

Operations

- Responsible for a fully functioning Treasury front and middle office.
- Responsible for implementing controls in the department to ensure only authorised transactions are executed and that transactions are recorded completely and accurately according to financial reporting standards.
- Report to the Head of Operational risk regarding the operational risks and controls implemented to mitigate the risks.
- Responsible for adequate liquidity/cash all times to meet all operational requirements including balances held at SARB.
- Responsible for accurate cash flow forecasting

Minimum Requirements

- Relevant Post graduate qualification, Honours, Masters Degree or MBA with commercial background (NQF 8)
- 8 to 10 years post qualification experience in Treasury banking industry
- Experience in market risk, liquidity and balance sheet management including strategies, processes (e.g. capital allocation and limit setting) and systems essential
- Experience in South African regulatory reporting

Knowledge

In depth knowledge of industry best practices, Extensive experience of Treasury banking operations and the associated risk management thereof, Practical knowledge of Treasury operations in a banking environment, Practical knowledge of requirements for market risk aggregation and consolidation at Group and Business Entity level, Practical knowledge in assessing critical market risk issues arising from local activities, including new products, Good understanding of Government related acts (PMFA, Basel, King III, Banks Act etc), Good understanding of Treasury and the policies required to operate a good Treasury environment, Thorough understanding, and ability to execute SAMOS and SARB daily settlement process and Thorough understanding of the risks involved in settlements

Skills and Attributes

Strong leadership skills with ability to interact and influence at all levels, Good business acumen
Strong analytical, quantitative and qualitative skills, Ability to think strategically, Ability to think creatively and generate new ideas and solutions, Excellent project management skills, Excellent people management skills, Good interpersonal skills and Good presentation skills
Customer service driven, Resilient, Persuasive and influential, Ability to work under pressure, Good commercial awareness and able to challenge Senior Management and dealers

Minimum Requirements, Knowledge, Skills, Attributes & Other requirements

Contacts

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Email your CV to: Zothile.Mngomezulu@postoffice.co.za

Closing Date: 23rd September 2016

Position Number: 60057753

Cost Centre: 50800

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