

The National Development Agency (NDA) is a Schedule 3A National Public Entity with a mandate for poverty eradication and is accountable to Parliament through the Minister of Social Development.

The NDA hereby invites applicants from suitable qualified professionals to fill the following available positions (RE-ADVERTISEMENT):

Chief Financial Officer (CFO) 5 years Fixed Term Contract - Renewable Reference Number: 2025CFO1

Location: Head Office

Reports to: Chief Executive Officer

Grade: P4 (Salary: R 1 842 552.29 per annum CTC)

The National Development Agency requires a Chief Financial Officer with the vision, resilience, and agility to manage the Agency's financial strategy and stewardship in an environment of high complexity and rapid change. Beyond meeting statutory obligations, the CFO must be able to:

- Manage Complexity with Clarity: Navigate the intersection of legislative requirements, financial regulations, socio-economic challenges, and stakeholder expectations, while translating complexity into sound financial strategies, transparent reporting, and sustainable outcomes.
- Drive Financial Transformation: Lead the NDA into a new phase of financial effectiveness by embedding innovation, efficiency, and accountability into financial systems, controls, and culture. The CFO must champion reforms that strengthen governance, ensure compliance with PFMA and Treasury Regulations, and build fiscal credibility and trust with all stakeholders.
- Enable Mandate Delivery and Organisational Goals: Align the Agency's financial resources with its strategic programmes to deliver measurable impact on poverty eradication and sustainable development. This requires foresight in financial planning, resource mobilisation, and effective management of public funds.
- Inspire and Energise People: Lead and develop a motivated, engaged, and high-performing finance team. The CFO must foster a culture of accountability, inclusivity, and excellence, ensuring that staff are empowered and committed to enabling the NDA's mandate through sound financial management.

This role demands not only deep technical expertise in financial management and governance but also visionary leadership, emotional intelligence, and the ability to mobilise resources and people toward national development goals. The ideal candidate must therefore be more than a financial administrator — they must be a strategic partner and catalyst for change, capable of positioning the NDA as a financially sound and trusted developmental public entity.

Key Responsibilities:

- Provide executive financial leadership to the CEO, Board, and oversight bodies
- Lead financial planning, budgeting, forecasting, and reporting in compliance with PFMA, Treasury Regulations and GRAP
- Oversee supply chain management, procurement processes, and asset register
- Ensure compliance with Delegation of Authority and decisions of Grant Funding Committees
- Manage fundraising initiatives and ensure effective management of public and donor funds
- Drive risk management, internal controls, and resolution of audit findings
- Lead and develop the Finance Department, embedding a culture of accountability and performance.

Requirements:

- Honours Degree in Accounting or equivalent (NQF 8)
- Chartered Accountant (CA(SA)) qualification
- At least eight (8) years' experience in financial leadership, including a minimum of three (3) years as a Chief Financial Officer and five (5) years at senior management level, with exposure to public or private sector
- Strong knowledge of financial legislation, governance, risk management, and stakeholder engagement.

NB: Attach your detailed CV with 3 referees and NDA job application form. Use the job reference number on the subject line (heading of the email application) e.g. 2025CFO1 and send your applications to Recruitment@nda.org.za

Please ensure that the reference number is written the same way as in the advert with the relevant position being applied for.

Failure to comply with the application instructions above, will result in the disqualification of your application. Correspondence will be limited to shortlisted candidates only. **Full job profile and NDA job application form are available on www.nda.org.za**

Preference will be given to candidates whose appointment will promote NDA Employment Equity targets. All applicants who previously applied, are encouraged to re-apply.

For enquiries regarding these positions, please contact Ms. Pateka Momoza at Tel: 011 018 5500 / 5632 or Cell: 064 904 7045.

Should you not be contacted within two months of the closing date of this advert, please consider your application as unsuccessful. All candidates will be subjected to integrity and pre employment suitability checks, qualification verification and competency assessment where required.

Issue date: 19 October 2025

Closing date: 02 November 2025

Chief Executive Officer (5 years Fixed Term Contract) Reference Number. 2025CEO1

Location: Head Office

Reports to: NDA Board Chairperson

Grade: P3 Salary R2 646 522.52 per annum CTC

The National Development Agency requires a Chief Executive Officer with the vision, resilience, strong leadership, sound insights into development and transformation and agility to lead the Agency's strategy development, implementation and operations in an environment of high complexity and rapid change. Beyond meeting statutory obligations, the CEO must be able to:

- Provide overall strategic leadership and management of the organisation: based on the requirements set forth by the National Development Agency Act, as amended, and all other legislation applicable to Schedule 3A Public Entities.
- Provide direction for all programmes of the NDA: ensuring there is effective coordination, integration and impact of programmes, whilst ensuring that the organisation has effective and efficient policies, systems and procedures that are compliant to laws and prescripts that are applicable to the Agency.
- Enable mandate delivery and organisational goals: Align the Agency's financial resources with its strategic programmes to deliver measurable impact on poverty eradication and sustainable development. This requires foresight in strategy development and execution
- Resource mobilisation and opportunity recognition: Identify and evaluate opportunities for the agency, source financial and non-financial investment through securing partnerships.
- Champion research, development and innovation to create a national development and diversi body of knowledge.
- Position the NDA as an authoritative leader on development and poverty alleviation: by proactive advocacy and lobbying interventions through establishing stakeholder relationships. In this regard, liaise with the legislators, regulatory authorities, community groups/civil society and donors.
- Inspire and energise people: Lead and develop a motivated, engaged, and high-performing executive team. The CEO must foster a culture of accountability, inclusivity, and excellence, ensuring that staff are empowered and committed to enabling delivery of the NDA's mandate.

This role demands not only deep technical expertise strategy execution, programme design and management of poverty alleviation programmes but also visionary leadership, emotional intelligence, and the ability to mobilise resources and people toward national development goals. The ideal candidate must be a strategic partner and catalyst for change, capable of positioning the NDA as a sound and trusted developmental public entity.

Key Responsibilities:

- Provide strategic leadership, planning
- Programme and project management
- Risk Management and Internal Controls
- Governance, Accountability, and reporting
- People Management
- Community and Stakeholder Relations/Advocacy.

Requirements:

- Post Graduate Degree (NQF level 9) in Public Administration or Public Management / Business Management / Business Development or any other relevant areas
- Ten (10) years' experience in executive position in the public or private sectors
- At least 3 years' experience in the position of CEO or equivalent
- Sound practical experience in business administration and management
- Sound financial management knowledge and processes
- Experience in strategic leadership including planning and execution.
- Experience in the development sector

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