



Cricket South Africa

wishes to appoint a

Chief Financial Officer

CSA (Cricket South Africa/Company) is the national governing body for the sport of cricket in South Africa and administers all aspects of South African cricket.

A position for a **Chief Financial Officer (CFO)** has become available. The successful candidate will be a key member of the C-suite, the CFO will assume a strategic role in the overall management of financial affairs of CSA. The CFO will be responsible for:

- a) providing strategic leadership and direction to the finance department, thereby ensuring organisational financial sustainability through effective and efficient Financial Management.
- b) the primary day-to-day planning, implementing, managing and controlling all financial-related activities of CSA. This will include direct responsibility for accounting, finance, payroll, centralised supply chain (including travel), forecasting, Member's finance oversight and treasury.

The more important criteria for the appointment is set out below and although not exhaustive, would serve as a guideline in assessing prospective candidates.

Key job duties/responsibilities:

Key performance areas include but are not limited to the following:

1. Financial Control Strategy and Management

- a) Assist in the development and implementation of financial strategy, incorporating:
 - i) corporate governance
 - ii) projected returns
 - iii) cash management
 - iv) financial forecasts
 - v) budgets
- b) Contribute towards the delivery of CSA's financial targets in respect of revenue as part of the executive team.
- c) Provide direction regarding capital and resource allocation decisions.
- d) Provide financial and operational support to CSA departments and affiliates
- e) Support Commercial negotiations and review financial component of commercial deals brokered by and for CSA.
- f) Manage ad hoc business and financial projects as and when necessary.
- g) Oversee technical calculations related to income and expense adjustments and manage finance related approvals.
- h) Meeting external funders' reporting requirements

2. Financial Management and Reporting

- a) Ensure that the following is undertaken in accordance within agreed standards and ready for presentation to relevant committees:
 - i) Statutory Reporting including but not limited to all tax returns.
 - ii) Financial Statements and Regulatory Reporting
 - iii) New Regulatory and Accounting Developments
- b) Key liaison with External Auditors and overseeing the external audit process.
- c) Ensure that technical accounting and tax compliance requirements are implemented as applicable to CSA.
- d) Determine the corporate governance compliance requirements in respect of accounting policies, procedures and controls.
- e) Ensure that the necessary internal controls in CSA are operational and meets all required standards.
- f) Ensure compliance with all statutory requirements including tax authorities and legislation.
- g) Ensure completion of month end procedures and compilation of management accounts within set timelines.
- h) Review management accounts and analysis and present to fellow Executives for noting and planning purposes.
- i) Report on the financial health of CSA to the board at regular intervals.
- j) Oversee the compilation of interim and Annual Report for distribution to the Board.
- k) Responsible for the content of the financial information contained in the Annual Report and ensure that it complies with all regulatory requirements
- l) Deliver financial presentations to media as and when necessary.
- m) Provide support to sub-committees (FinCom, AuditCom and HRCom / Remco) and the CSA Board.

3. Budgeting, Forecasting, Payroll and Treasury

- a) Approve budget guidelines for CSA in conjunction with the CEO.
- b) Ensure the annual budgeting and forecasting process is aligned across CSA.
- c) Review Opex and Capex budgets and present a consolidated view to the Board.
- d) Manage CSA's Budgets, cash flow and four-year trend view.
- e) Manage the treasury function (including all forex elements) to ensure maximum risk-free returns on funds under investment without compromising cash flow requirements.
- f) Administration of all financial aspects of player agreements.
- g) Ensures that the payroll function operates smoothly.

4. Managing Financial Risk

- a) Actively advising against any proposed expenditure (whether of a capital or operating nature) that may in any way jeopardise the financial sustainability of CSA whether over the short or the longer term. Doing so is a key mandatory requirement of the fiduciary duties of the position.
- b) Ensure effective alignment between business strategy and the risk, compliance and audit teams, with particular reference to audit, non-financial risk and compliance
- c) Establish and maintain appropriate financial risk management policies, risk appetite and risk limits for CSA with relevant stakeholder and risk reporting metrics.

5. Supply Chain Management (including player, officials and corporate travel)

- a) Ensures that fit-for-purpose Supply Chain policies and procedures are developed, maintained and applied.
- b) Monitors that value for money is always a key factor in supply chain decisions, within the context of the CSA strategy and BBBEE requirements.
- c) Develops, implements and monitors checks and balances to ensure that no ethical boundaries are overstepped in all Supply Chain activities and outcomes. This includes but is not limited to CSA doing no business whatsoever with any broadly defined connected parties and that all quid-pro-quo deals with sponsors meet all ethical guidelines.

6. Facilities Management

- a) Oversees facilities management in respect of the CSA Head Office Building and the High-Performance Centre.

7. HR Management (Staff and Players)

- a) Developing and maintaining a detailed HR Strategy for CSA staff and players; and
- b) Oversees and ensures that fully fledged HR management functionality (not only HR administration) for CSA staff and players is in place and is managed to a consistently high standard.

8. Administrative Support

- a) Oversees the reception and related administrative support systems within CSA

9. IT Support

- a) Oversees and ensures that fit for purpose IT support is in place within CSA, with uptime of all systems ranging within internationally acceptable norms. IT Support covers the full spectrum, non-exhaustively from productivity solutions, accounting and procurement systems, all systems and solutions used by Cricket Services and Information Security.

10. ICC Regional Office

- a) Administratively supports the ICC Regional Office located within the CSA Head Office

11. People Management (Own Direct Reports)

- a) Regularly and on a set schedule meets with all direct reports in a structured fashion, both one-on-one and collectively.
- b) Monitors and manages performance to clearly communicated expectations, including but not limited by means of Keeping Score!
- c) Ensures PDPs (Personal Development Plans) are executed.
- d) Maintains an environment and climate conducive to high performance.
- e) Leading by example.
- f) Acting as a mentor to own team members and other CSA staff.

12. Ad Hoc

- a) Takes on such additional duties and responsibilities as the CEO may set from time.

Essential requirements pertaining to the candidate's qualifications and experience:

- a) CA (SA).

- b) A minimum of 10 years' working experience across all facets of typical corporate finance which may include articles.
- c) A minimum of 10 years' previous experience in a senior role in a Finance and Supply Chain Department is essential.
- d) Ability to complement the rest of the Executive team with a skill set and strategic insights that are broader than those possessed by the typical Financial Manager.

In addition, the following competencies (skills and behavioural attributes) would be important:

- a) Financial data analysis beyond that which is required for backward looking accounting purposes
- b) Report writing
- c) People management
- d) Negotiating skills
- e) Doing effective presentations
- f) Strategic financial leadership
- g) Relationship management
- h) Coordination
- i) Leading by example
- j) Approachable
- k) Interpersonal skills
- l) Good communication skills
- m) Decision-making skills in own field
- n) Excellent complex problem-solving skills in own field
- o) Good judgement
- p) Creativity
- q) Cognitive flexibility
- r) High Emotional Intelligence
- s) Critical thinking ability

The role will report to the **Chief Executive Officer (CEO)**. The role requires the ability and willingness to travel, work long hours, over weekends and public holidays where necessary.

The successful candidate will be based at the CSA Head Office, 86 5th Street, Melrose Estate, Johannesburg. Qualifying candidates can apply to careers@cricket.co.za with a comprehensive CV, copy of SA ID, copies of qualifications and at least two contactable references.

All applications will be treated in strict confidence. Short listed candidates will undergo interviews and possible additional assessments.

In making the final selection, consideration will be given to the employment equity objectives of CSA. A performance agreement shall be entered into with the successful applicant. CSA reserves the right not to make an appointment.

The closing date for all applications is **04 April 2022**. Only shortlisted candidates will be contacted. Should you not receive a response to your application within 14 days after the closing date, please consider it as being unsuccessful.

CSA is an equal opportunity, affirmative employer. It is our intention to promote and broaden the diversity of our workforce ensuring South Africans of all races, gender, disability can be involved in the administration of cricket. The appointments are made in line with CSA's employment equity commitments.