



Building a Bridge to a Brighter Africa

The Pan African Federation PAFA is seeking the services of a Director Technical. The right candidate will possess:

- A strong knowledge of the international standards, including the IESBA Code of Ethics for Professional Accountants, the International Standards on Auditing, International Financial Reporting Standards, and Integrated Reporting Framework.
- A strong understanding of how professional accountancy organizations work and can best be supported
- An ability to liaise with senior members of the accountancy profession and key stakeholders.
- A commitment to quality processes and products.

JOB DESCRIPTION: DIRECTOR—TECHNICAL

Accountable to: Chief Executive Officer (CEO)

I. WHAT OPPORTUNITIES DOES THE *DIRECTOR—TECHNICAL* POSITION PRESENT?

The position provides unique opportunities:

- To engage on matters of public interest with senior members of the accountancy profession and key stakeholders at national, regional, and international level.
- To be involved in and influence the direction, shape, and content of leading-edge technical projects and stakeholder outreach efforts to support and enhance public trust in the accountancy profession.
- To work and lead in a dynamic, collaborative, multi-cultural, and collegial environment, and foster strong relationships with colleagues in the accountancy profession.
- For personal and professional growth through management of the technical program, and working at the forefront of strengthening the accountancy profession.

II. WHAT IS THE ROLE, AND WHAT ARE THE KEY ATTRIBUTES FOR THE POSITION?

The *Director—Technical* will play a key role in establishing the three operating lines supporting PAFA's key strategic objectives: PAO Development; Technical and Standards; and Public Financial Management. With the establishment of the *Director—Technical* position, PAFA has embarked on a journey to strengthen its professional capacity. Ultimately, the *Director—Technical* will lead and oversee a dynamic team comprising a Manager—Research, Manager—Technical and Standards, and Manager—Public Financial Management.

The *Director—Technical* will be an essential member of the PAFA management team, working closely with the CEO on strategy to develop and implement the technical work program. Alongside the CEO, he/she will act as a spokesperson for PAFA, and be responsible for effective relationships with senior members of the accountancy profession and key stakeholders.

The holder of the position will be self-motivated, confident in dealing with others on complex, technical, and sensitive matters, with the flexibility necessary to respond to issues quickly and meet internal as well as external demands. The position requires strong project management and written and oral communication skills. Additionally, as a representative of PAFA, the candidate should be articulate and confident in interactions with senior members of the accountancy profession and key stakeholders. The holder of the position must be willing to travel for approximately 30 days a year.

III. WHAT ARE THE ESSENTIAL DUTIES AND RESPONSIBILITIES?

Essential duties and responsibilities include those set out below. Other duties may be assigned to meet organizational needs, including inter alia:

- Liaising closely with the International Federation of Accountants, and collaborate on areas of mutual interest
- Advocate for and support the national adoption of international standards and practices, including integrated reporting.
- Monitor, measure, and report on relevant initiatives and achievements in PAFA member countries.
- Stay abreast of international, regional, and national developments and emerging issues relevant to the technical work of PAFA.
- Contribute to the development of the PAFA strategy and, within the context of the strategy, develop and implement a technical work program.
- Contribute to the development of the PAFA budget, and monitor actual expenses against relevant budget lines.
- Oversee, manage, and/or support the agenda and work of the PAFA Technical and Standard Setters Forum and the Africa Integrated Reporting Committee.
- Co-ordinate and where appropriate, draft responses to relevant exposure drafts and consultation papers issued by relevant standard setters.
- Undertake direct responsibility for projects.
- Oversee, manage, and/or undertake initiatives to support Public Financial Management.
- Develop articles, speeches, presentations, and external communications, including the periodic technical bulletin to be distributed to PAFA members.
- Co-ordinate technical support among PAFA members.
- Direct research for new projects and initiatives and to support thought leadership.
- Arrange conferences and networking events as needed.
- In co-ordination with the CEO, manage and participate in outreach to and liaison with key stakeholders, and support the CEO in his outreach and liaison activities.

- Represent PAFA at relevant key stakeholder meetings, conferences, and regional events as identified in consultation with the CEO.
- Implement activities necessary to obtain funding to support PAFA's technical activities (for example, preparation of grant proposals), in particular those focused on Public Financial Management.
- Promote good practices within PAFA; and contribute to the efficient and effective implementation of strategies, practices, policies, and procedures, ensuring they are fully understood throughout the organization.
- As PAFA expands its professional capacity, lead, nurture, and grow the staff, and manage their work, including monitoring quality, timeliness, and relevance.

IV. WHAT IS THE PREFERRED BACKGROUND AND EXPERIENCE FOR THE POSITION?

The ideal candidate will be a senior level individual / professional with:

Education—Master's degree in Accounting, Finance or Business Administration or other related field

Professional Qualification—Professional Accountancy Qualification awarded by an IFAC member

Experience—Minimum of seven years' experience in a relevant field

Language—Fluency in English is a must, in French is highly preferable, and in Portuguese is desirable.

In addition, the ideal candidate will have:

Technical skills

- A strong knowledge of the international standards, including the IESBA Code of Ethics for Professional Accountants, the International Standards on Auditing, International Financial Reporting Standards, and Integrated Reporting Framework.
- A strong understanding of how professional accountancy organizations work and can best be supported
- An ability to liaise with senior members of the accountancy profession and key stakeholders.
- A commitment to quality processes and products. Leadership skills
- An ability to build relationships, work in a multi-cultural environment, and capitalizes on diversity.
- An ability to communicate with and inspire and motivate staff, solves problems, and analyzes issues, and drive for results.
- An ability to collaborate and promote teamwork, to empower others to self-organize, to foster a sense of connection and belonging, to show openness to new ideas and organizational learning, and nurture growth.
- A strong decision-making skills, and ability to challenge the status quo, anticipate and champion change, take initiative and innovate.

Organizational skills

- An ability to build strategic partnerships to achieve organizational goals.
- An excellent organizational and project management skill with proven track record of the development and implementation or management of results-based programs.
- Strong computer literacy.
- An ability to manage multiple priorities and work to internally and externally imposed deadlines.

V. OTHER RELEVANT INFORMATION AND HOW DO I APPLY?

The position will be located in the PAFA offices in Johannesburg, South Africa. Compensation will be competitive, commensurate with qualifications and experience.

Interested candidates should apply by submitting a **ONE-PAGE cover memo** and a **TWO-PAGE résumé** (**applications exceeding a total of three pages will not be reviewed**), focusing on the **matters highlighted in under background and experience** above.

Applications should be emailed to vicksonn@pafa.org.za and addressed to:

MR VICKSON NCUBE

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Applications are requested before **15 September 2017**.

VI. ABOUT PAFA

PAFA is the regional body that is aimed to represent African professional accountants with one loud voice, particularly in relation to and in partnership with International Federation of Accountants (IFAC).

The PAFA Board has identified the following key strategic objectives:

- **Strong and sustainable professional accountancy organizations**—to build strong and sustainable professional accountancy organizations in each African country recognized as contributing to national professional, economic and social development, and demonstrating compliance with the Statements of Membership Obligations of the International Federation of Accountants (IFAC SMOs).
- **International standards and best practice**—to influence, adopt, implement and facilitate international standards and best practice in each PAFA member country working coherently with the IFAC SMOs and common guidelines as required for the accountancy profession in Africa thus improving the quality of financial reporting for better decision making.
- **Public sector**—to facilitate the accountancy profession's contribution to strengthening Public Finance Management (PFM) systems in order to achieve fiscal discipline, effective resource allocation and effective service delivery to citizens thus creating value for money.
- **Regional cooperation**—to enhance a working common approach that facilitates the sharing of knowledge, resources and experiences.
- **Thought leadership**—to engage in generating cutting edge knowledge and solutions on future issues that will impact the economy, society and the profession.

The first three strategic objectives represent the key pillars for a strong accountancy profession in Africa:

- **PAO Development**—to achieve strong and sustainable PAOs
- **Technical and Standards**—to focus on the adoption and implementation of international standards and best practice
- **Public Financial Management**—to contribute to strengthening PFM systems and focus on the public sector