

POSITION NUMBER : 60049369
JOB TITLE AND LEVEL : CHIEF RISK OFFICER (E4)
REPORTS TO : CHIEF EXECUTIVE OFFICER
LOCATION : HEAD OFFICE - PRETORIA
POSITION STATUS : PERMANENT

Purpose of the Job

Develop an integrated approach to risk management for Postbank by Identifying, assessing, and prioritizing the mitigation and prevention of organizational risks and ensure compliance with regulatory requirements and industry standards by developing and maintaining a risk governance framework, risk management strategies, qualitative and quantitative risk reporting.

Job Responsibilities

Strategic Alignment

- Develop risk management strategies for the bank and ensuring alignment with the overall strategy
- Assist the Board in formulating the bank's risk appetite and monitor risk level against set and stated thresholds, operating and financial models.
- Develop, manage and refine qualitative and quantitative risk reporting which meets the needs of the Board, in order to support effective decision making

Financial

- Compile departmental budgets and forecasts
- Ensure regulatory compliance (i.e. no fines or penalties)

Operational:

- Develop and implement the department's business plans and monitor performance
- Develop, maintain, and update a risk governance framework i.e. Risk policies, risk appetite and risk limits, risk infrastructure, process and reporting
- Embed and continuously enhance the Enterprise-Wide Risk Management Framework for the bank, focusing on integrated and comprehensive management of risks ensuring that processes are operating effectively and fit for purpose
- Management of non-financial as well as financial risks
- Establish and maintain risk governance systems and committee structures and ensure focus on major risk types, for example, credit, market operational risk, financial crime etc) and their risk frameworks are developed appropriately
- Identify emerging risks facing the bank and develop mitigation responses for these risks
- Ensure that capital is measured for all material risks and included in the Internal Adequacy assessment process for the bank
- Participate in balance sheet management, which forms part of the ALM function
- Embed a positive culture of informed risk-taking through capacity and capability building interventions including continuous development, communication and embedding approved risk framework and risk management plan across all organisation structural levels within Postbank
- Define risk tolerances around risk appetite and operationalise the risk controls required by the Frameworks to remain within the agreed risk appetite and risk tolerance limits

- Facilitate the process of risk identification and quantification for all cross functional areas within the bank and ensure an effective enterprise-wide risk management, monitoring and reporting process is in place
- Develop a common risk assessment methodology aligned with the bank's objectives at strategic, tactical and operational levels
- Ensure that the full spectrum of relevant and available risk categories is considered during the risk assessment process by management
- Develop risk mitigation response processes including contingency, business continuity and emergency funding programmes
- Coordinate the development of the fraud prevention strategy for Postbank and assist management in reviewing the strategy
- Prepare aggregated and detailed reports on risks and risk management for the Board, Risk Management Committee and other stakeholders in line with risk appetite and limits
- Ensure risk management activities of the bank comply with relevant legislation and regulation
- Develop Postbank Strategic Risk Register by Identifying strategic risks across all functional areas that will impact the strategic direction of the bank and ensure sufficient and appropriate risk mitigation measures are in place.
- Serve as a role model for high personal and corporate ethical values and standards of integrity

People Management:

- Establish a High-Performance Culture by ensuring a) measurable goals, that are aligned to business objectives, leadership competencies, and the core values of Postbank are and b) performance management principles are implemented, performance management process followed and set timelines adhered to.
- Talent management of direct reports, including career development and paths for all staff and succession planning for key positions
- Ensure staff receive adequate and relevant training to support their development
- Ensure that the working environment contributes to improving staff morale and increasing productivity
- Foster a collaborative and inclusive environment that supports growth and development; leads inclusively and prioritizes diversity, equity, and inclusion

Qualifications, Knowledge and Experience

Qualifications:

- Post graduate qualification in Risk Management/ Auditing or Accounting or a combination of Business Science and a post graduate qualification. Registration with a professional body such as IRMSA or similar other professional organisation would be an advantage.

Experience:

- At least 8 to 10 years post qualification experience in a similar position, in the banking industry

Knowledge and understanding of:

- Thorough understanding of banking practices and the associated risk management thereof
- Proven track record in managing risk management department(s) in a similar environment
- Good understanding of integrated risk management processes and techniques, governance frameworks and emerging practices
- Good understanding of capital management, allocation concepts and methodology
- Understanding of financial and strategic planning
- Good understanding of regulatory environment (e.g. PMFA, Banks Act, FICA, etc)

Skills and attributes

- Quantitative skills. Exceptional analytical skills. Ability to think strategically. Ability to interact at all levels. Excellent problem solving and analytical skills. Excellent project management skills. Good interpersonal and presentation skills. Good people management skills. Effective communication skills. Enterprise Risk Advisory. Ability to manage risk, compliance and control activities in a complex financial operation. Leadership skills with the ability to influence and motivate others. Project manager of risk initiatives. Ability to understand business issues. Ability to compare risk and reward. Ability to synthesize a lot of data and see trends and potential impact on company. Problem-solving and decision-making skills, with the ability to analyse complex information to identify the key issue/action and drive resolution. Proven ability to oversee various risk types, ideally including credit, market, operational, investment, regulatory and strategic risk and specifically liquidity, refinancing, concentration and counterparty risk. Great team member and ability to collaborate with the broader exco team.
- Lateral thinker, Strategic and tactical thinker, Analytical, High attention to detail, Decisive, Results driven, Resilient, Ability to work under pressure.

How to Apply

If you wish to apply and meet the requirements, please forward your Curriculum Vitae (CV) to RecruitmentSN@Postbank.co.za Please indicate in the subject line the position you are applying for. To view the full position specification, log on to www.postbank.co.za and click on Careers.

Closing Date

14 March 2025

Disclaimers

The South African Postbank SOC Limited is committed to the achievement and maintenance of diversity and equity in employment, especially with regard to race, gender and disability. In compliance with the bank's employment equity plans, we encourage and welcome applications from diverse groups from the South African Employee active population. Correspondence will be limited to short-listed candidates only.

Note, only applications received on this platform will be considered. "POPIA sections provides that everyone has the right to privacy and it includes a right to protection against the unlawful collection, retention, dissemination and use of personal information. By applying for employment you consent to the processing of your personal information with Postbank. Your personal information and any attached text or documentation are retained by Postbank for a period in accordance with relevant data legislation."

If you do not hear from the South African Postbank SOC Limited or its Agent within 3 months of this advertisement, please accept that your application has been unsuccessful. The South African Postbank SOC Limited reserves the right not to fill the positions or to re-advertise the positions at any time.