

POSITION NUMBER : 60066584
JOB TITLE AND LEVEL : SENIOR MANAGER: STRATEGY AND SCORECARD (D4)
REPORTS TO : GENERAL MANAGER: STRATEGY
LOCATION : HEAD OFFICE - PRETORIA
POSITION STATUS : PERMANENT

Purpose of the Job

To support the General Manager: Strategy with the development of the strategy, aligning the rest of the Postbank business units and monitoring of the business scorecards. Drive the PFMA requirements in terms of quarterly reporting and other requirements. This role will be the single point of contact for all business architecture, strategy alignment and scorecard-related matters, working with internal and external stakeholders to track Postbank performance..

Job Responsibilities

- To provide strategic support to the General Manager: Strategy and comprehensive service to the organisation focusing on:
- Ensure that the Postbank's business architecture aligns to the overall Postbank strategy.
- Facilitate the development of organisational and business unit performance scorecards that measure the success of the Postbank strategy and objectives.
- Lead efforts to set targets for each scorecard metric.
- Together with the PMO, facilitate the identification of critical strategic initiatives that the organization needs to embark on.
- Manage data collection process for all performance metrics ensuring high level of data quality.
- Track critical performance metrics and develop monthly and quarterly business review presentations for key stakeholders.
- Engage in monthly review process with all metric stakeholders to track and understand metric performance and compile quarterly reports as per the requirements of the PFMA
- Proactively identify scorecard performance issues and engage internal and external stakeholders to ensure action plans are created to remediate performance issues.
- At year-end, host meetings with senior business leaders, human resources and metric stakeholders to assess full year business performance.
- Significant project management expertise required in order to manage, execute and communicate annual scorecard and goal setting process.
- Work closely with IT, HR and Finance to ensure alignment

Qualifications, Experience and Knowledge

Qualification:

- Post Graduate degree in business or finance related field (NQF8) – MBA preferred

Experience:

- 8 to 10 years business experience
- Adequate exposure (minimum 5 years) to the business strategy formulation processes
- Minimum 3 to 5 years' experience in developing and implementing balanced scorecards
- Strong practical understanding of statistical concepts
- Excellent communication and presentation skills are essential

Knowledge and understanding of:

- In depth knowledge of industry (Balanced Scorecard) best practices
- Thorough understanding of banking practices and the associated risk management thereof
- Good understanding of Government related acts (PMFA, ECT, etc) and Banks Act
- Sound knowledge of strategy development
- Knowledge of retail banking
- Exposure to knowledge management tools
- In depth ability to have a broad, enterprise-wide view of the business and varying degrees of appreciation for strategy, processes and capabilities, enabling technologies, and governance
- The ability to assimilate and correlate disconnected documentation and drawings, and articulate their collective relevance to the organization and to high-priority business issues

- Experience using model-based representations that can be adjusted as required to collect, aggregate or disaggregate complex and conflicting information about the business
- Extensive experience planning and deploying both business and IT initiatives

Skills and attributes

Excellent problem solving and analytical skills, Good people management skills, Good interpersonal skills, Good project management skills, Good time management skills, Good presentation skills, Good facilitation and training skills, Good understanding of organisational design and structure, Customer service driven, Innovative, Persuasive and influential, Ability to work under pressure, Ability to apply strategic thinking to solve problems, Ability to successfully communicate at all levels of the business.

How to Apply

If you wish to apply and meet the requirements, please forward your Curriculum Vitae (CV) to RecruitmentZM@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

10 June 2024

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, first preference will be given to candidates from designated groups. Correspondence will be limited to short listed candidates only.

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.

POPIA 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.