



SM: STRATEGY, PLANNING & COMPANY REPORTING

Status: Permanent

Location: Pretoria

Grade: D5

Reporting Line: Executive: Strategy & Commercial

Role Mandate

Responsible for the overall organisational strategic planning processes and the monitoring, evaluation and reporting of the company's performance.

Key Accountabilities

- Under the leadership of the Executive: Strategy & Commercial (ESC), and in conjunction with the Senior Management in the Business Unit, lead the development & refinement of SAFCOL strategy and strategic agenda
- Design, develop and implement the organisation's Strategic Framework
- Contribute to high quality research and analysis of macro-economic trends, sectors, competition and financial developments to shape the strategy
- Identify and access strategic issues and manage strategic initiatives for SAFCOL
- Contribute to enhancing SAFCOL's growth through identification of strategic opportunities
- Prepare strategy related internal and external presentations and documentation
- In conjunction with Business Development and Project Management Office (PMO), contribute to identification & initiation of strategic related projects in line with the Group's operational and strategic requirements
- Develop and monitor the annual Balanced Score Card (BSC) for the organisation linked to the business plan matrix
- Facilitate the development of the annual Shareholder Compact (SHC) and Corporate Plan
- Participate in strategic planning for the Group and ensure implementation thereto
- Build and maintain relationships with stakeholders and manage ongoing stakeholder engagement
- Provide inputs to the development of the annual Group budget
- Participate in State-Owned Entity strategic stakeholder sessions
- Drive the development of or improvement of new performance management processes, incl. balanced score cards, reporting templates, new policies and updating of regulatory framework
- Drive the annual reporting process in conjunction with the Office of the Company Secretary
- Coordinate inputs and prepare Annual and Quarterly Reporting to the Shareholder
- Collate all divisional quarterly reports as per business plan matrix
- Monitor divisional score cards against the operational plans
- Present of annual and quarterly reports to EXCO and the Board for approval
- Submit quarterly reports to the Shareholder within the Treasury deadlines
- Monitor individual performance contracts against divisional balanced score cards
- Monitor divisional quarterly performances
- Management of the meeting of individual targets in terms of the SMART principles
- Respond to audit queries on performance information
- Ensure compliance to legislation on Performance Planning and Reporting
- Identify, analyse, interpret and present strategic risks to the business requirements of the Group
- Ensure Treasury regulations are implemented within the organisation
- Conduct ongoing benchmark of similar industries and make recommendations to the team
- Maintain, update strategic and operational risk registers, ensuring risks are identified, monitored, and mitigated through clear action plans
- Ensure effective contract and SLA management by monitoring service provider performance and enforcing agreed deliverables
- Promote adherence to internal controls, statutory requirements, and audit expectations
- Support governance processes by ensuring high quality documentation and compliance
- Ensure that auditors are provided with the required information on any queries
- Contribute to SAFCOL achieving a clean administrative audit outcome
- Calculate and forecast the financial requirements for department and develop a budget in line with set requirements for projects and business scenarios
- Oversee the department's budget
- Identify resource requirements (financial, staffing, equipment, buildings, etc.) required to deliver on large scale projects
- Oversee and guide the Strategy, Planning & Company Reporting team to ensure effective delivery of objectives
- Build a high-performing team through structured performance management, coaching, and continuous knowledge sharing
- Identify team development needs, ensure training is budgeted for, and support execution of development plans
- Establish and maintain a succession plan for the team
- Lead talent acquisition processes, including interviewing and determining compensation in partnership with Human Capital
- Develop and maintain workforce and recruitment plans that meet current and future business needs
- Support the ESC in reviewing and updating the departmental structure and role profiles annually or as the need arises to ensure alignment with organisational needs
- Motivate for additional headcount when required and obtain approval from the ESC
- Approve and plan team leave to ensure operational continuity
- Manage disciplinary matters, grievances, and performance improvement processes with support from Human Capital
- Recognise and motivate team members to maintain engagement and high performance
- Contribute to implementing Employee Engagement Survey action plans within the Strategy, Planning & Company Reporting team

Requirements:

- A Post Graduate Degree or equivalent (NQF Level 8) in Business Management / Business Science / Economics or similar qualification
- A minimum of 8 – 10 years' as a Specialist in a Strategy and Reporting role
- Master's in Business Management/Economics or similar qualification will be an added advantage
- 5 - 10 years' experience in Strategy Development at a State-Owned Company (SOC), Manufacturing / Engineering / Agricultural Processing or related Companies will be an added advantage
- 5+ years, with recent experience in Strategy Development at a SOC, Manufacturing, Engineering, Agricultural Processing or related Companies will be an added advantage
- Experience at a management consulting firm, preferably within a Strategy Practice will be an added advantage
- Excellent organisational and reporting skills will be an added advantage
- Ability to communicate effectively, particularly in written communication and presentations
- Profound understanding of the African global market potential in industries related to SAFCOL will be an added advantage
- Ability to design and lead workshops, prepare and lead professional workshops and presentations in front of key decision makers will be an added advantage
- Ability to work in multiple stakeholder environments (with limited reporting relationship recourse) & drive alignment/consensus on challenging topics will be an added advantage
- High level of analytical skills, critical thinking and ability in simplifying of complex issues will be an added advantage
- Valid driver's license

Leadership Competencies

- Operational Delivery
- Self-Awareness
- Leading Others
- Driving Change
- Strategic Thinking
- Commercial Insight

Behavioural Competencies

- Future Oriented
- Detailed Focused
- Ethical
- Independent
- Innovation
- Information Administration & Monitoring
- Critical Thinking
- Networking

Technical Competencies

- Report Writing
- Communication (Written & Verbal)
- Development of presentations
- Market Intelligence & Research
- Planning & Organizing
- Stakeholder Management
- Risk Management

**SAFCOL Group is an equal opportunity company with the focus on gender equality and people with disabilities
Employment Equity will be taken into consideration in terms of all appointments within SAFCOL**

By submitting your CV to SAFCOL, you hereby give permission to circulate your information to the interview panel members for this vacancy only. Your information will not be used for any other role/purpose and will be disregarded after an offer has been made.

**Interested qualified individuals can e-mail a concise CV with relevant copies of qualifications in confidence to:
Ms. Sandra van der Walt, Human Capital Practitioner, sandrarecruitment@safcol.co.za, contact number 082 079 1092**

Closing Date: 26 May 2026

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful