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### Overview of the CEO Position

The IRBA CEO position is a full-time five year fixed-term contract position, based at the organisation's offices in Modderfontein, Johannesburg.

The selection and appointment of the IRBA CEO is conducted by the Board of the IRBA.

The CEO of the IRBA reports to the Board Chairperson and the Board.

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### About the IRBA

The IRBA is the statutory body controlling that part of the accountancy profession involved with public accountancy in South Africa. Their strategic focus is to protect the financial interests of the public by ensuring that only suitably qualified individuals are admitted to the auditing profession and that registered auditors deliver services of the highest quality and adhere to the highest ethics standards.

The function of the IRBA is to help create an ethical, value-driven financial sector that encourages investment, creates confidence in the financial markets and promotes sound practices.

This is done by:

- Developing and maintaining auditing and ethics standards that are internationally comparable.
- Providing an appropriate framework for the education and training of properly qualified auditors and their on-going competence.
- Registration of auditors who meet the registration requirements.
- Monitoring registered auditors' compliance with professional standards.
- Investigating and taking appropriate action against registered auditors in respect of improper conduct.
- Developing and maintaining stakeholder relationships to enhance performance, accountability and public confidence.

### JOB DESCRIPTION

#### The CEO position at IRBA is responsible for:

Promoting the independence and integrity of the profession  
Protecting the public in their dealings with registered auditors  
Prescribing auditing and ethical standards  
Prescribing standards of professional competence and conduct of registered auditors  
Encouraging education and research into any matter affecting the auditing profession

**Board:** Reporting directly to the board with the agreed governance structure, on control systems, financial and risk management and strategic developments impacting the audit profession.

**Strategy:** Responsible for delivering on the IRBA's statutory mandate, driving the external strategy and implementing the Board strategy. Responsible for the identification of emerging issues, and

responding to the need to restore confidence in the auditing profession and the audit regulator and to deliver on the IRBA's Restoring Confidence Strategy.

**Management:** Leading and maintaining the effective operation of the organisation and making major organisational decisions. Efficient, effective and economic management of the IRBA's internal resources, acting as the main point of communication between the board and operations and being the public face of the organisation. Determining the organisations goals and ensuring high performance standards.

**Leadership:** Provision of strong leadership and support to the executive team (Education and Transformation, Standards, Inspections, Investigations, Legal, Operations). Consciously creating an atmosphere of trust, cooperation, cohesiveness and team spirit between the CEO and executive team. Responsible for overseeing the support functions of the IRBA including, Finance, Information Technology, and Communications

**Financial:** Responsible for compliance with the Public Finance Management Act and National Treasury Regulations. Responsible for the overall budget of the organisation. Reporting to the Board on all financial matters.

**Specialist knowledge:** Have or develop knowledge of the auditing profession as well as an understanding of the purpose of auditing and assurance and ethical standards, including the outcomes they are designed to deliver. Development of a good understanding of how new trends, including changes and advances in technology impact the audit profession.

**Stakeholder relationship management (local and international):** Engage with key stakeholders including professional bodies, regulators, government, parliament, the profession and investors. Initiation and implementation of the IRBA's Stakeholder Management and Communications strategy. As the key spokesperson for the IRBA promote stakeholder understanding of the IRBA's mandate and objectives and fostering positive responses to changes in regulation. Build positive relations with Finance Ministry and Finance Minister to demonstrate value and impact of the IRBA. Consultative relationship building interaction with Audit Firms. Ensuring that the public and investor interest is consistently promoted in stakeholder interactions.

**International Liaison:** IFAC, IFIAR, European Commission, PCAOB.

**Leadership in Africa:** Implementation of programmes that will contribute to enhancing and improving overall reporting, governance and regulatory practices on the African continent.

**Committees:** Establishment of the various statutory committees of the IRBA and facilitating the nominations process.

**Change management:** Responsible for leading the IRBA through transformation in the auditing profession and managing the implementation of significant change within the field.

**Communication:** Act as principal spokesperson for the Board. Develop strong networks within the media fraternity. Create a platform for ensuring that the IRBA's mission to protect the financial interest of the South African public and international investors is consistently communicated.

A key aspect of this position is to communicate with National Treasury to ensure all submissions required in terms of the PFMA are submitted in time and that the required funding is obtained by submitting accurate budgets and enable the Directorate to negotiate the required funding.

## **SELECTION CRITERIA**

Candidates must have a CA(SA) qualification or hold an alternative, appropriate post graduate degree.

Candidates should have at least ten years relevant Senior Executive level experience coupled with strong financial knowledge and skills.

Additional preferred competencies include: An Executive Program in Management, experience within the public sector and an in-depth understanding of the public interest and the need for independence.

Candidates will be evaluated based on the selection criteria and the critical competencies listed earlier in this document.

We encourage applications from candidates from a wide range of relevant backgrounds, including but not limited to regulators, business and the public sector.

The IRBA reserves the right not to make an appointment.

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## **APPLICATION PROCESS**

Candidates should submit their applications to Affirmative Portfolios Recruitment Consultants. Please email your CV and short cover letter to [njabulo@affirm.co.za](mailto:njabulo@affirm.co.za) by 17 September 2021.

Applications should consist of a CV and cover letter (two pages maximum), which should include the following information:

- Details of experience relevant to the position and that would be an asset to successfully manage the CEO role
- Major strengths, competencies and achievements relevant to the CEO role.
- Past achievements relevant to the CEO role.
- All applications will be acknowledged by Affirmative Portfolio via email.

By applying, the applicant gives permission to Affirmative Portfolio and the IRBA to perform background, security, credit and reference checks and to verify documents and qualifications. As this position is one of trust and honesty and includes the handling of cash and finances, relevant credit checks will be performed on candidates.

The Board of the IRBA places a high priority on the appointment of the CEO. Candidates should be prepared to make themselves available for interviews and assessments during the course of September 2021.

In order to consider any application for employment, we will have to process your personal information. The Protection of Personal Information Act, 4 of 2013 (POPIA) provides that when one processes another's personal information, such collection, retention, dissemination and use of that person's personal information must be done in a lawful and transparent manner.

In order to give effect to the above right, the IRBA is under a duty to provide you with various details pertaining to the processing of any applicants' or their representatives' personal information. These details are housed under the HR Processing Notice, which can be accessed and viewed on the IRBA website: <https://www.irba.co.za/library/popi-act> which HR Processing Notice we request you kindly download and read prior to responding to this Job Advert.