



The Social Housing Regulatory Authority (the "SHRA") was established in August 2010 by the Minister of Human Settlements in terms of the Social Housing Act, No. 16 of 2008. The SHRA is classified as a public entity in terms of Schedule 3A of the Public Finance

CHIEF RISK OFFICER (CRO)

(Reports to the Chief Executive Officer)

Contract period: 5-year performance-based contract

Parktown, Gauteng

Salary Negotiable

Purpose	
<p>The Chief Risk Officer (CRO) is responsible for development and implementation of robust enterprise-wide risk management framework, policies and procedures. As the custodian of organisational risk the incumbent will ensure that all managers and their subordinated comply with the developed guidelines for risk management and risk mitigation.</p>	
Key responsibilities	
Key Performance Areas	Activities
<p>Development and Implementation of the Risk and Compliance Strategy</p>	<ul style="list-style-type: none"> • Analyse the SHRA strategy and roadmap to determine the future trends, strategic direction and legal implications for Risk and Compliance • Interpret the company strategy, APP and Operational Plans to determine the direction of the specific programmes • Conduct research to determine <ul style="list-style-type: none"> • Proposed legislation/regulations • Amendments to current legislation/regulations • Trends in the Social Housing Industry • Trends in international legislation/regulations pertaining to the Social Housing Industry • Trends related to the Regulatory area • The impact on other areas within the SHRA • Compile a draft strategy and implementation roadmap for Risk and Compliance • Arrange discussion groups to provide and obtain feedback and input into the strategy and roadmap • Inform affected groups/divisions of the strategic intent of the specific working area to adjust or modify associated roadmaps and strategies • Compile the final version of the strategy and roadmap and submit the strategy and roadmap for approval to the relevant role players • Make the appropriate recommendations related to the strategy and roadmap to the relevant role players • Discuss the implementation of the roadmap with the relevant role players to enable planning of the implementation • Implement the Strategy and Roadmap in accordance with the Delegation of Authority and the planning document • Manage strategy and roadmap elements in accordance with proposed outputs • Working with Senior Management to develop the SHRA's vision, Risk, Health and Safety, Ethics • Develop the SHRA's Risk Management Framework, in consultation with Management

	<ul style="list-style-type: none"> • Strategically and effectively position the SHRA risk management ensuring governance, legal and regulatory compliance • Report risk intelligence to the CEO, Management, and ARC
Develop Control System	<ul style="list-style-type: none"> • The need for a control system is identified as a result of the investigation/auditing process <ul style="list-style-type: none"> • Risk control system • Compliance control system • Consult existing control systems to determine components that can be utilised in the new control system <ul style="list-style-type: none"> • Policies • Procedures • Processes • Instructions • Standards • Specifications • Determine dependencies, inter-dependencies and co-dependencies to other control systems • Review the control systems to ensure alignment • Consult investigation/audit findings, where applicable, to determine procedural problems or risk areas • Develop the control system in accordance with the company standards and specifications • Obtain approval for the control system in accordance with the delegation of authority • Implement the control system in accordance with company policies and procedures • Communicate the implementation of the control system in accordance with policies and procedures • Upload the control system onto the control system database for utilisation by the relevant role players
Business Continuity Management	<ul style="list-style-type: none"> • Identify consultation opportunities during the execution of outputs, e.g.; <ul style="list-style-type: none"> • Due Diligence • Possible problems • Pro-active identification of problem areas • Identify the information/resolution required by the relevant role players • Agree to the time frames for execution of consultation actions • Conduct meetings with the appropriate role players/regulatory bodies to ensure that all relevant information is supplied
Strategic Risk and Compliance Identification	<ul style="list-style-type: none"> • Identify possible risks during execution of outputs; or • Compose a risk identification team, where necessary, to identify the possible risks • Conduct investigations to determine: <ul style="list-style-type: none"> • The nature of the risk/compliance issue • The extent of the risk/compliance issue • The possible impact of the risk/non-compliance on the company • The commercial impact of the risk/non-compliance • The impact of the risk on the IT Architecture of the company • The impact of the risk on the Company Network • The impact of the risk on the Company's Suppliers • The regulatory compliance and impact for the possible new product and service • Document the risk/compliance mitigation actions, frameworks, policies and procedures to eradicate the risks/non-compliance and implement/facilitate implementation actions to overcome the identified risks

	<ul style="list-style-type: none"> • Develop new control systems in accordance with actions taken or amend current control systems • Conduct workshops/meeting with the relevant role players to ensure awareness and to minimise risk/non-compliance • Compile information packs on the risk/non-compliance minimising and distribute to the relevant role players including external suppliers • Monitor operations to ensure that the actions minimised/eradicated risks/non-compliance
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REQUIREMENTS

<p>Qualifications/Knowledge (including most relevant field of study)</p> <ul style="list-style-type: none"> • An NQF Level 8 qualification in Business Management/Commerce/Legal (e.g. B. Com Hons or LLB) • An MBA will be advantageous • Competent computer literacy levels 	<p>Experience</p> <ul style="list-style-type: none"> • 10 – 12 years’ experience in a corporate environment of which at least 3 years in a senior Risk Management position • Must have excellent communication skills both written and verbal • Experience at an Executive level will be advantageous
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Leadership, technical and behavioural competencies

<ul style="list-style-type: none"> • Advocacy and Lobbying • Organisational Awareness and Effectiveness • Team Leadership • Public and Private Partnering • Scheduling and Coordination • Risk Management • Budgeting and Budget Management • Risk Mitigation and Management • Political Intelligence • Relationship Management • Team Player • Accuracy, Precision and Attention to Detail • Analytical Thinking • Diligence • Compliance • Thought Leadership • Ethics and Integrity 	<ul style="list-style-type: none"> • Developing Others • Strategic Leadership • Needs Analysis • Resource Management • Governance • Auditing • Evaluation • Legislative Awareness • Monitoring • Stakeholder Engagement • Accountability • Assertiveness • Decision Making • Influencing • Planning and organising • Problem Analysis, Solving and Trouble Shooting
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Note: SHRA reserves the right not to make an appointment or withdraw the advertisement. Appointments will be made in line with the Entity’s Employment Equity Plan. Communications will be with short-listed applicants only.

To apply for the above position, please forward a relevant CV to recruitment@shra.org.za. The closing date for applying is 14 January 2022.
