



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

(This role reports operationally to the CEO and functionally to the Chairperson of the Audit and Risk Committee)

Parktown, Gauteng

Salary Negotiable

Contract period: 5-year performance-based contract

Purpose	
<p>The Chief Risk Officer (CRO) in this role 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 subordinates comply with the developed guidelines.</p> <p>Key stakeholders the Committee Officer will engage with are:</p> <ul style="list-style-type: none"> • CEO • Executives • Council • Company Secretariate • Internal Staff 	
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 • Develop Enterprise-Wide Risk Management (ERM) Framework incorporating Risk Appetite and Risk Tolerance Guidelines for the SHRA • Lead the development and implementation of the enterprise-wide risk governance framework including the SHRA's risk culture, risk policies and procedures, risk limits and approval authorities and ensure compliance. • Establish early warning or trigger system for breaches of the SHRA's Risk Management Framework • Effectively assume the role of the SHRA advocate for ERM and bring specialist expertise to assist in integrating risk management throughout the SHRA • Assist Council and Executives to establish and communicate SHRA's ERM Framework, its objectives and direction • 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 • The impact on other areas within the SHRA • Implement appropriate risk reporting to the Council, CEO, Executives and Middle Management and facilitate managers to develop reporting protocols, including quantitative and qualitative threshold, and monitor the reporting process. • Develop and oversee appropriate policies and procedures to guide the risk management function.

	<ul style="list-style-type: none"> • Compile a strategy and implementation roadmap for Risk Maturity and Compliance • Oversee and set the strategic direction for the Legal Services function of the SHRA. • Manage that the SHRA Units receive quality legal support and guidance as and when required by monitoring legal advice provided and checking against good practice • Manage the Legal Services budget by tracking and tracing expenditure, motivating budget utilisation and addressing non-compliance within defined procedure and timelines • Oversee the SHRA Internal Audit function and provide independent assurance to Council and Management on the adequacy and effectiveness of risk management, internal control, and governance processes of the organisation. • Implement the Strategy and Roadmap in accordance with the Delegation of Authority and the planning document. • Accountable for the monitoring of risk-taking activities and risk exposures to ensure that they are in line with the Council approved risk appetite, risk limits and corresponding capital or liquidity needs. • Monitor major and critical risk issues and manage the process for escalating risks to the CEO and/or relevant Council Committee(s) where appropriate. Propose appropriate risk-mitigating actions. • Working with Senior Management to develop the SHRA's vision for Risk, Health and Safety, Ethics • Strategically and effectively position the SHRA risk management ensuring governance, legal and regulatory compliance. • Report risk intelligence to the CEO, Management, and ARC
<p>Develop Control System</p>	<ul style="list-style-type: none"> • The need for a control system is identified because 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 through policies, procedures, processes, instructions, standards and 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. • Oversee the development, implementation, approval, and communication of control systems in accordance with the company standards and specifications, delegation of authority and policies and procedures
<p>Business Continuity Management and Provide Consultation</p>	<ul style="list-style-type: none"> • Develop and implement a Business Continuity Plan/programme. Develop and implement a Business Continuity Plan/programme. • Receive requests for consultation and analyse to determine the nature and extent of the consultation to be provided. • 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 • Determine the outcomes of the consultation process in collaboration with the requestor/identified needs to ensure customer satisfaction • Identify the information/resolution required by the relevant role players • Agree to the time frames for execution of consultation actions • Conduct the appropriate research to obtain the necessary information required

	<ul style="list-style-type: none"> • Escalate the problem to the relevant role players for resolution and monitor to ensure that consultation is provided within the allocated time frames • Conduct meetings with the appropriate role players/regulatory bodies to ensure that all relevant information is supplied • Compile a preliminary report reflecting: <ul style="list-style-type: none"> • Due diligence report • Recommendations • Risks • Compliance issues • Organisational position • Set-up a meeting/workshop with the requestor and associated role players to discuss/workshop recommendations/findings. • Set-up action plans in collaboration with the requestor and associated role players to implement the required actions. • Provide expert consultation to ensure compliance to the legal and regulatory framework • Compile a final recommendation report for the implementation of the actions and its requirements • Assist the appropriate parties with the implementation of the required actions. • Monitor the implemented actions to ensure correct execution and legal compliance • Archive the final report is archived for future reference purposes in accordance with the documentation management system requirements •
<p>Strategic Risk and Compliance Identification</p>	<ul style="list-style-type: none"> • Identify possible risks during execution of outputs; or • Identify possible risks because of research conducted; or • A possible risk is indicated because of an investigation/auditing; or • Conduct pre-launch risk exposure review, including project plan, to determine possible risks • Financial risk/non-compliance • Strategic risk • Departmental • Operational • Compose a risk identification team, where necessary, to identify the possible risks. • Conduct investigations to determine: <ul style="list-style-type: none"> • The nature, extent, and impact of the risk/compliance issue • 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 • Consult the relevant role players with reference to the identified risk/non-compliance. • Facilitate workshops, where necessary, to identify possible solutions/actions required to minimise the risk/non-compliance • 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 • Develop new control systems in accordance with actions taken or amend current control systems

	<ul style="list-style-type: none"> • 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. • Submit the documentation for archiving in the document management system.
Represent SHRA	<ul style="list-style-type: none"> • Identify representation requirements and analyse to determine the nature and extent of the representation: • Conduct research to ensure all relevant aspects are considered and known for representation. • Compile and distribute reports on the outcomes of the representation to ensure that all relevant role players are informed of possible actions required. • Compile actions plans, where appropriate, manage and monitor the implementation if the SHRA is affected in any way • Ensure Compliance to Public Finance Management Act (PFMA), Corporate Governance and other relevant Treasury Regulation requirement • Reporting risk intelligence to the CEO, Executives and ARC
Manage Strategic Relationships	<ul style="list-style-type: none"> • Identify the relevant role players in accordance with business requirements and dependencies. • Set-up meetings with the role players to discuss the roles and responsibilities and possible areas of cooperation, improvement and conflict • Obtain mutual agreement on the resolution of issues, meetings required and the delivery of inter-dependent outputs and results • Agree to the expected outcomes from each party and set-up SLA's where required • Monitor the performance of all relevant role players continuously to ensure that the agreements are honoured • Jointly with the CFO/CSM, facilitate orientation and training for the ARC • Train all stakeholders in their risk management function • Encourage and create a risk awareness culture within the SHRA and communicating the risk management policy, strategy and methodology • Participate with internal audit, management and auditor-general in developing the combined assurance plan for the SHRA
People Management	<ul style="list-style-type: none"> • Provide direction and management to the direct reports to enable the execution the strategy and manage their portfolios effectively • Attract, retain, and develop top-calibre talent. Develop and maintain sufficient depth in all critical functions, minimizing "key-man" risk. • Optimise skills usage within the Unit. • Accountable for performance management of all direct reports, managing their performance in relation to quality standards and agreed benchmarks and objectives, focusing on all aspects of sound people management. • Develop the skills and abilities of all team members, with the result that they perform to their highest potential and optimize their current and future job performance. • Develop the depth of the divisional team, including ongoing management succession planning. • Proactively support the SHRA's diversity strategies and initiatives. • Contribute to building synergies and cooperation across functions in the SHRA. • Promote SHRA values and a culture of High Performance within the Unit.
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 or CA or CFA) • An MBA will be advantageous. • Membership at the Institute of Risk Management South Africa (IRMSA) will be advantageous 	<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 • Familiar with relevant legislative framework, i.e., GRAP, GAAP, PFMA, Companies Act, King IV, etc. • Experience at an Executive level will be advantageous
<p>Leadership, technical and behavioral competencies</p>	
<ul style="list-style-type: none"> • Advocacy and Lobbying • Developing Others • Organisational Awareness and Effectiveness • Strategic Leadership • Governance • Risk Management • Legislative Awareness • Risk Mitigation and Management • Relationship Management • Stakeholder Engagement • Diligence 	<ul style="list-style-type: none"> • Needs Analysis • Public and Private Partnering • Policy and Procedure Development and Implementation • Resource Management • Auditing • Evaluation • Monitoring • Accuracy, Precision and Attention to Detail • Analytical Thinking • Ethics and Integrity

Note: SHRA reserves the right to not 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 sashar@mindworx.co.za. The closing date for applying is **28 March 2023**.
