

17 March 2026

The Public Investment Corporation SOC Limited (PIC) is an asset management firm, whose mandate is to make investments in various sectors of the economy on behalf of public sector entities. Amongst our clients are the Government Employees Pension Fund, the Unemployment Insurance Fund and the Compensation Fund. Over the years, we have grown to be amongst the top, large investment managers in South Africa and the rest of the African continent, with current assets under management at just over R3 trillion. At the centre of our growth is a team of self-driven professionals who are results-focused.

We are currently seeking applications from dynamic individuals for the following position:

- **Position: Chief Operating Officer**
- ***Job Grade: F band**
- **Employment type: Five-year fixed-term**
- **Ref: COO327**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the Role

The Public Investment Corporation SOC Ltd (PIC), one of Africa's largest asset managers, is seeking an experienced and dynamic Chief Operating Officer (COO) to provide strategic, operational, and organisational leadership across the business. This executive role is pivotal in driving operational excellence, ensuring effective governance, and enabling the organisation to deliver on its strategic mandate.

The COO will oversee multiple functions, optimise business processes, strengthen stakeholder relationships, and ensure the organisation operates at the highest standards of performance, ethics, and compliance.

Experience & Qualifications

Minimum Qualifications:

- At least 15+ years of Senior Management experience with significant experience in managing business operations, within the asset management or financial services sector.

- Minimum 5 years in Executive leadership/Top Management
- Master's degree (MBA, MBL or equivalent)
- Strong technical knowledge of governmental regulations, compliance requirements and policy considerations.

Key Responsibilities

Operational Leadership

- Overseeing the development and implementation of operational strategies, policies, and systems to support effective execution of the PIC's mandate.
- Leading enterprise-wide operational functions to ensure efficiency, service excellence, and aligned performance.

Governance, Risk, and Compliance

- Ensuring adherence to all regulatory, legal, and governance requirements across the business.
- Strengthening internal controls, operational risk management, and compliance standards.

Organisational Performance and Transformation

- Driving performance culture, ensuring alignment with organisational goals and values.
- Leading transformation initiatives, including diversity, inclusion, and employment equity priorities.

Process Optimisation and Innovation

- Championing continuous improvement, automation, and operational innovation.
- Ensuring processes, systems, and technologies support best-practice asset management operations.

Stakeholder Management

- Maintaining effective relationships with internal and external stakeholders, including clients, regulators, partners, and service providers.
- Supporting the CEO and contributing to PIC's strategic engagements.

Financial and Resource Management

- Overseeing operational budgets, resource allocation, and cost optimisation.
- Ensuring prudent management of organisational assets and operational resources.

Technical & Professional Expertise

- Deep understanding of investment products, asset classes, and portfolio risk management.
- Strong knowledge of regulatory frameworks applicable to asset managers.
- Experience with risk models, stress testing, scenario analysis, and risk analytics.

Leadership & Personal Attributes

- High level of integrity, independence, and sound judgment.
- Strong executive presence with the ability to influence at Board and Exco level.
- Strategic thinker with a pragmatic, solutions-oriented mindset.
- Excellent communication skills, both written and verbal.

Our firm values diversity, and excellence and is committed to the realisation of these across all operations and investment activities. If you are dynamic, resilient, agile, disciplined and willing to be part of a team that is focused on creating meaningful change, you are welcome to submit your application for this position.

Closing Date: 27 March 2026

The PIC is an equal opportunities employer, aligning appointments with the PIC Employment Equity plan.

Please forward a copy of your comprehensive curriculum vitae to: Recruitment5@pic.gov.za

Privacy Notice: *By submitting your application, you consent to the PIC processing your personal information as per applicable laws and the PIC Privacy Policy available on the PIC website (www.pic.gov.za). You are free to withdraw your consent at any time, after which, the PIC may cease processing your application.*