

14 August 2025

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: Head: Compliance**
- ***Job Grade: E3 – E5**
- **Ref: HRC001**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Compliance

Purpose of the role:

To ensure that the Compliance function is managed effectively and provide assurance to Management, Board, and Regulators that PIC is aware of and takes steps to comply with legislation, regulations, client mandates, policies, procedures and best practices relevant to the PIC.

Requirements:

Minimum Requirements

- An Honours/post-graduate Degree in Law, Commerce
- MCom/ LLM or a relevant equivalent master's degree is advantageous
- 10 -15 years relevant compliance experience in the financial sector, with minimum 5 years in the investment management industry
- Minimum 3 – 5 experience in team leadership and People management
- FSCA approval as Compliance Officer for FAIS license Category I and II
- FSCA Regulatory Exams certificates (i.e. RE 1, RE 3 and RE 5)
- FIC registration as AML Officer is preferred

Duties:

- To provide strategic vision, leadership, and management of the Compliance department
- Responsible for the development of a compliance strategy for the Corporation and overseeing its implementation
- To develop, oversee and monitor the implementation of the compliance annual programme/ plan in accordance with statutory requirements and ensure its approval by relevant governance structures
- To be responsible for overseeing and managing the compliance of the Corporation and assisting the PIC, its employees and Board to comply with regulatory requirements as well as internal policies, procedures, and client mandates
- To monitor and review the PIC's level of compliance with legislation, policies and client mandates and report findings to EXCO, Board and Regulators (where applicable)
- To liaise with Regulators and serve as their first port of call at the PIC
- Develop, maintain and oversee the implementation of the compliance charter, compliance framework, compliance policies and procedures
- Filling all reports as required by legislation to the Regulators in line with the obligations imposed on the PIC and the Head of Compliance/ Compliance Officer
- To manage and oversee the identification and interpretation of applicable external compliance requirements.
- To perform and monitor various duties as required by the various anti-money laundering and counter financing of terrorism (AML/CFT) regulatory requirements
- To manage the education of internal stakeholders on compliance requirements.
- To manage the analysis of possible regulatory compliance and mandate compliance threats/risks.
- To ensure business continuity in the Compliance Function and fulfilment of departmental needs.
- To formulate and manage the departmental budget

Competencies and skills:

- Audit techniques
- Compliance opinions
- Excellent communication skills, both verbal and written
- Strong analytical skills
- Strong presentation skills
- Knowledge of and experience in asset classes (financial instruments) relevant to PIC
- Knowledge of and experience in legislation relevant to PIC (e.g. Companies Act, FAIS Act, FICA, CISC, Pension Fund Act (Reg 28), PFMA, Financial Markets Act, JSE Listing Requirements, Financial Sector Regulation Act, Competition Act, King IV, Properties related legislations)

- Good report writing skills
- Project Management skills
- Interpersonal skills
- Negotiation skills
- Leadership and managerial skills
- Knowledge of and experience in Corporate Governance
- Risk Management experience

Our firm values diversity and excellence, and is committed to realising these across all operations and investment activities. If you are dynamic, resilient, agile, disciplined and eager to be part of a team that is focused on creating meaningful change, you are encouraged to apply for this position.

Closing Date: 28 August 2025

*** Grade Range:** The grade range for this position is from E3– E5, commensurate with applicable minimum requirements.

The PIC is an equal opportunity employer and aligns appointments with its Employment Equity Plan.

Please forward a copy of your comprehensive curriculum vitae to: Recruitment4@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.