



Director – Quality and Mobility

Areas of Focus

Contributing to the development, adoption and implementation of the International Standards on Quality Management and related International Standards on Auditing | Strengthening national quality assurance review systems | Strengthening national investigation and disciplinary systems | Strengthening the accountancy profession's role in the fight against corruption and economic crime | Facilitating the accountancy profession's contribution to the realisation of the Africa Continental Free Trade Area (AfCFTA) Agreement, including the mobility of accountancy services in Africa

Responsible to: CEO

Compensation: Negotiable based on qualifications and experience

About PAFA

The Pan African Federation of Accountants (PAFA) is the continental organisation for the accountancy profession in Africa. Established in 2011 as a non-profit organisations, we have 56 professional accountancy organisation (PAO) members and associates from 45 countries in Africa, and affiliations with five international PAOs. With a vision of sustainable value creation to benefit the citizens of Africa, we work to strengthen the capacity and influence of the accountancy profession in Africa to enhance trade, the quality of services, and trust in institutions. In partnership with our member organisations, affiliates and other stakeholders, we contribute to the Seven Aspirations of the African Agenda 2063 (particularly Aspirations 1, 3, 5, 6 and 7) and the United Nations Sustainable Development Goals (SDGs) (particularly SDGs 4, 5, 8, 10, 13, 16 and 17).

Working at PAFA

The PAFA Team engages daily in inspiring work that creates value and positively impacts people and societies – building careers rather than merely having jobs. Lifelong learning is central to our career development focus. At PAFA, you will learn, succeed, enjoy and love your work, while being surrounded by supportive, ambitious, disciplined, creative, and motivated professionals, who look after one another. PAFA is an equal opportunity employer.

Core Purpose of the Director – Quality & Mobility Position

The Director leads the *Quality & Mobility* area of strategic focus in PAFA, (a) contributing to the development of the International Standards on Quality Management and related International Auditing Standards and their effective adoption and implementation in Africa; (b) supporting professional accountancy organisations

(PAOs) and regulators to comply with International Federation of Accountants (IFAC) Statement of Membership Obligation (SMO) 1, Quality Assurance and IFAC SMO 6, Investigation and Discipline; (c) supporting PAOs to strengthen professional accountants' role in fighting corruption and economic crime, including money laundering, illicit flow of funds, etc., and (d) facilitating the accountancy profession's contribution to the realisation of the AfCFTA Agreement, including the mobility of accountancy services in Africa. The aim is to improve the quality and mobility of accounting services in Africa through economical, effective, and efficient continental solutions anchored in PAFA.

Key Performance Areas and Job Responsibilities

- Stay abreast of developments in international standards and good practices at the global, continental, and regional levels.
- Contribute to the development of the PAFA risk assessment, strategy, strategy implementation plan and budget.
- Contribute to the implementation of the stakeholder engagement plan, including stakeholder management, communications and outreach.
- Develop the activity plan(s) and budget(s) for the *Quality & Mobility* area of strategic focus in consultation with key stakeholders and for approval by the PAFA Board.
- Identify and take the actions necessary to implement the relevant activity plan(s) in a timely, economical, efficient, and effective manner; in doing so, be sensitive to the diverse needs and unquities of PAOs in a diversity of countries; and collaborating closely with the Associate – French Liaison.
- In consultation with African Forum of Independent Accounting and Auditing Regulators (AFIAAR), national regulators, and PAOs:
 - Assess the status of adoption and implementation of the **International Standards on Quality Management and related International Auditing Standards** across Africa; and identify and engage with relevant stakeholders to develop economical, effective, and efficient continental solutions to address pervasive gaps, including knowledge-sharing events, access to already-existing guidance, etc.
 - Assess the status of **national quality assurance review systems** across Africa; and identify and engage with relevant stakeholders to develop economical, effective, and efficient continental solutions to address pervasive gaps, including quality assurance review guidance, training for quality assurance reviewers, access to qualified quality assurance reviewers, automation of national quality assurance review systems, the ability to outsource quality assurance reviews to a central service provider, etc.
 - Assess the status of **national investigation and disciplinary systems** across Africa; and identify and engage with relevant stakeholders to develop economical, effective, and efficient continental solutions to address pervasive gaps, including guidance on I & D systems, training of investigators, etc.

- Obtain an understanding of the activities of PAOs in Africa to contribute to the fight against corruption and economic crime. Promote [IFAC's action plan for fighting corruption and economic crime](#) and advocate for similar plans to be developed by PAFA member organisations. Stay abreast of developments at the [Financial Action Task Force \(FATF\)](#) and implications for Africa and PAOs/regulators in Africa. Identify and engage with relevant stakeholders to develop economical, effective, and efficient continental solutions to support the accountancy profession's role in anti-money laundering initiatives, including the development / sharing of best practices, training, etc.
- Draw on the [Journey to AU2063 – Professional Accountants Empowering the AfCFTA](#) report to develop a plan to facilitate the accountancy profession's contribution to the realisation of the AfCFTA agreement. Establish a group of experts to refine and support the implementation of the plan. Engage with the Director – Effective PAOs to advance the mobility of accountancy services across Africa.
- Establish, maintain, and make effective use of the mechanisms established to advance the implementation of the relevant activity plan(s): Accountancy Quality Advisory Group | Forum for Heads of Quality Assurance Review Departments in Africa | Forum for Development Partners and Donors Organisations Interested in Accountancy in Africa | International Standard-Setting Board Liaison | International Federation of Accountants Liaison, as well as the PAFA – AFIAAR Memorandum of Understanding.
- Promote the services rendered under the *Quality & Mobility* area of strategic focus to ensure they are used, and their intended outcomes / impacts are realised; this includes contributing to relevant aspects of the PAFA website, social media, etc., collaborating closely with the Associate – Stakeholder Relations.
- Report on a quarterly basis on progress against risk management, plans, budgets and KPIs.
- Establish and maintain strong relations with PAFA member organisations and other key stakeholders to advance the implementation of the relevant activity plan(s); manage relevant existing relevant Memoranda of Understanding and identify and pursue opportunities for new MOUs.
- Engage with development partners and donor organisation with objectives that are aligned with the *Quality & Mobility* area of strategic focus to secure funding for relevant PAFA activities.
- Assist with the annual stakeholder engagement / satisfaction survey and analysis, including recommendations for the strategy and implementation plan, collaborating closely with the Associate – Stakeholder Relations.
- Play a key role in the technical programme of the Africa Congress of Accountants.
- Develop speeches / presentation for the PAFA Leadership; and represent PAFA on national, regional, and international platforms as requested by the CEO.
- Lead, guide, and grow staff in the *Quality & Mobility* area of strategic focus.
- Perform any other responsibilities allocated from time to time.

Qualification

- Registered as a Professional Accountant/Auditor at a relevant professional body or equivalent that is a Member or Associate of PAFA or IFAC

Experience

- At least five years in a senior leadership position with a history of successfully championing change – required
- At least five years of experience in activities focused on advancing the quality of accountancy services in Africa – required
- Experience in activities relevant to the accountancy profession's role in fighting corruption and economic crime
- Experience in activities relevant to the implementation of the AfCFTA Agreement

Working Requirements

- Fluency in spoken and written English (language skills in Arabic, French, Portuguese or Spanish would be an advantage)
- Willingness and ability to work in any location in Africa
- Willingness and ability to undertake travel in Africa and beyond

Interest & Motivation

- Passionate about the role of the accountancy profession in creating value for the citizens of Africa

Knowledge, Skills & Behavioural Competencies

- Knowledge of the accountancy profession (including regulation of the accountancy profession) in Africa and beyond
- Knowledge of the pronouncements of the IAASB and IESBA
- Knowledge of the IFAC Statements of Membership Obligations
- Knowledge of the role of the accountancy profession and PAOs in enhanced transparency, accountability, and good governance in the private and public sectors
- Knowledge of multi-cultural issues
- Leadership and management skills | Team builder
- Strategic and critical thinker | Future focused
- Ethical | Fair
- Neutral | Independent
- Diplomatic | Flexible
- Excellent project management skills

- Business acumen – able to make or contribute to strategic business decisions
- Adaptable – able to respond effectively to an environment of rapid technological change while also demonstrating the intellectual agility to embrace new or alternative ways of working and adapting to changing circumstances quickly
- Excellent communicator – ability to communicate effectively to a wide range of stakeholders at national, regional, and international levels and at various levels of seniority

Contact Details and Close Date for Applications

Interested persons should complete this [form](#) by **28 June 2024**. A CV and cover letter should be uploaded as indicated in the form. Please write to ceo@pafa.org.za should have any questions.