



Job Title	Director – Effective PAOs
Areas of Focus	Professional Accountancy Organisations Development Accountancy Learning & Professional Development
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 – Effective PAOs position

The Director leads the *Effective PAOs* area of strategic focus in PAFA and contributes to PAOs that function effectively and deliver and support quality accountancy professionals who further the quality of governance, financial management, reporting, and auditing, which in turn promotes growth and development in the public and private sectors, enhances transparency, accountability and good governance in the use of public

resources, improves the design and delivery of vital public services, enhances the effectiveness of development assistance, and attracts foreign direct investment.

Key performance areas and job responsibilities

- Stay abreast of developments in the accountancy profession globally and in Africa, and contribute to the PAFA [strategy](#), risk assessment, [plan and budget](#), and to stakeholder engagement
- Develop the activity plans and budgets for the *Effective PAO* area of strategic focus and take the actions necessary to implement them in a timely, economical, efficient, and effective manner being sensitive to the diverse needs and unquities of professional accountancy organisations; and report on progress against plans, budgets, risk management, and KPIs
- Advocate for greater transparency, accountability, and good governance in the public sector and oversee PAFA's engagement with the African Professionalisation Initiative
- Promote the services rendered under the *Effective PAO* area of strategic focus to ensure they are utilised, and their intended outcomes / impacts are realised
- Establish, maintain and harness strong relations with PAFA member organisations and other key stakeholders to advance the implementation of the activity plans; manage relevant existing Memoranda of Understanding and identify and pursue opportunities for new MOUs
- Establish, maintain and harness strong relations with development partners and donor organisations and secure funding for the development of the accountancy profession in Africa
- Establish and maintain the policies, procedures, processes and systems necessary to achieve transparency, accountability and good governance in the management of any development partner or donor organisation funding
- Develop speeches / presentation for the PAFA Leadership; represent PAFA on relevant national, regional, and international platforms as requested by the CEO
- Lead, guide, and grow staff in the *Effective PAO* area of strategic focus

Professional 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 leadership position with a track record of successfully championing change
- At least five years of engagement with PAOs in Africa
- Experience in building effective PAOs, including accountancy learning & development
- Experience in PFM would be an advantage

Working requirements

- Fluency in spoken and written English (language skills in French or Portuguese 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 and motivation

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

Knowledge, skills and behavioural competencies

- Knowledge of the accountancy profession in Africa and beyond
- Knowledge of professional accountancy organisations, including professional qualifications
- Knowledge of the role of the accountancy profession and professional accountancy organisations 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 closing date for applications

Interested persons should submit their CV and a cover letter **tailored to the position** via email at ceo@pafa.org.za.

The closing date for submitting applications is **24 June 2022**.