Road Traffic Infringement Authority
Justice in Adjudication

INTERNAL / EXTERNAL ADVERT

Post:	**Manager: Financial Management & Reporting**
Department:	**Finance**
Reference:	**MNGRFR/RTIA/2026**
Level:	**12**
Salary:	**R 1,101,468 per annum (CTC)**
Term:	**Permanent**

Minimum Educational Requirements: * National Diploma (NQF 6) in Accounting, Finance, or related qualification. *Bachelor's Degree (NQF 7) or Bachelor of Commerce Honours (NQF 8) in Financial Accounting, Accounting, Finance, or related will be an added advantage.

**Minimum Knowledge & Experience Requirements: ***Minimum of 5 - 7 years' experience in financial management and reporting environment of which 3 must have been at the supervisory level.*Experience within the public sector or state-owned entities.*Knowledge of PFMA, Treasury Regulations, GRAP, and other relevant legislation.*Knowledge of PFMA and National Treasury Regulations and Guidelines.*Knowledge of applicable legislation IFRS, GRAP, Taxation, Company Law.*Knowledge and experience in risk management, corporate governance, and financial procedures.*Awareness of the AARTO Act, National Road Traffic Act and any other legislation and regulations impacting on road traffic will be advantageous.

Required Competencies: *3 years post articles experience will be added advantage. *A valid Code 8 driver's license. *Proven experience with report writing and technical requirements analysis. *Possess the skill to creatively solve problems and propose solutions with minimal direction in a fast-paced setting, willing to take on new projects and be flexible. *Design reports for performance, data quality, and simplicity/maintainability, and articulate trade-offs as appropriate.

Duties: Achievement of work plans

*Develop policies, processes and standard operating procedures relating to own area of specialization.*Provide specialist input in the development of Operational Plans and Organizational Strategy.*Execute work plans and drive the evidence collection in real time.*Produce reports against the implementation of work plans.*Respond to audit findings with complete evidence, on time.*Implement documented data management practices.*Comply to policies and procedures in the unit.

Management Accounting

*Analyze and interpret data to provide financial management information for decision making. *Provision of ad-hoc analysis and advice as required. *Contribute to ongoing finance process improvements and enhancement of management information. *Conducting reviews and evaluations for cost-reduction opportunities. *Implement documented data management practices.*Provide guidance in terms of area of expertise on the passing new legislation mitigating risk to the business; and insight to impact on the business brought by changes in accounting standards and/or new accounting standards;*Prepare monthly management reporting packs (balance sheet, cash flow, income statements) for Finance Meetings and other internal structures for review by Head of unit.*Oversee proper cash management across all banks. *Provide and interpret financial information for consideration by other business units*Annually prepare statement of actual to budget comparison in accordance with GRAP, highlighting areas of material variances and indicate over / under expenditure. *Monitoring and interpreting cash flows and predicting future. * Benchmark and analyze market trends. *Perform monthly reconciliations for all applicable general ledger accounts and resolve all reconciled items. *Prepare and control budget within agreed organizational parameters, highlighting areas of material variances and indicate over-expenditure.

Financial Reporting

*Conduct research and keeps abreast of all laws and regulations affecting financial accounting and disclosure.*Research, review, and analyze the effectiveness and efficiency of existing report procedures and systems and develop strategies for enhancing or leveraging these processes and systems.*Work directly with decision makers and end users to understand, define, and document current and possible future reporting goals, needs, and requirements.*Mange the timely, accurate collation, analysis and presentation of financial information.

Internal Controls and Risk Management

*Diagnose and communicate weakness and violations to the control environment, indicate why and how violations have occurred and recommend remedial actions;*Develop and maintain appropriate policy and procedures to assist in ensuring internal risk control systems are in place to safeguard the organisation financial assets and the integrity of financial accounting systems;*Continuous improvement of financial policies and practices.*Ensuring the existence of appropriate internal controls over financial reporting.*Liaising with auditors to ensure annual monitoring is carried out.

Optimization of the Section

*Keep up to date with new developments and changes in own field and within RTIA. *Share new information and best practice trends with colleagues. *Proactively introduce improvement opportunities in line with best practice to optimize organizational success. *Partner with management to optimize productivity and teamwork effectiveness. *Maintain ownership for own work, performance management and development.

Enquiries: Ms. Allison Shingange – (087) 287 7993

Ms. Basetsana Motshoane – (011) 763 1103

Correspondence will only be with shortlisted candidates. If you do not hear from the Agency in three (3) months from the date of closure, please consider your application as unsuccessful. Recommended candidates will be subjected to the Agency's mandatory background checks, security clearance and qualification verification processes.

To apply please submit a letter of application, recent curriculum vitae as well as certified copies of qualifications and identity document. Applications must be addressed to: gcps1k@apply.simplify.hr

Please note that late applications and those without all the relevant supporting documents as prescribed above will not be considered.

The RTIA is an Equal Opportunity Employer and is seeking to balance the employment equity profile therefore the youth, Women and People living with disabilities are encouraged to apply.

Internal candidates who meet the requirements are encouraged to apply.

Closing Date: 03 August 2026