**Reference:**
*01ARC2026*
*02ARC2026*

PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD

**The Pan South African Language Board (PanSALB) is a Schedule 1 public entity reporting to the Department of Sport, Arts and Culture. Established under the PanSALB Act (No. 59 of 1995, as amended), PanSALB derives its mandate from Section 6(5)(a) and (b) of the Constitution to promote and protect multilingualism, advance language rights and create conditions for the development of all official languages, including the Khoi, San and Nama languages and sign language.**

# ADVERT FOR INDEPENDENT NON-EXECUTIVE DIRECTORS: AUDIT, RISK COMMITTEE MEMBER X 3

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PanSALB is seeking to appoint suitable people with relevant experience and qualifications to the following posts:

1 X independent Chairperson of the Audit and Risk Committee
2 X independent members of the Audit and Risk Committee

in terms of Sections 76 and 77 of the Public Finance Management Act, 1999 (PFMA) and applicable Treasury Regulations.

## 1 X INDEPENDENT CHAIRPERSON: AUDIT AND RISK COMMITTEE-

**REF: ARC 01/2026**

In terms of Section 77 of the Public Finance Management Act (PFMA), PanSALB requires the services of a qualified and interested person to serve as the independent Chairperson of the Audit and Risk Committee. The incumbent will advise the Board on Entity Audit, Finance, ICT Compliance and Risk Management to fulfil his/her mandate as required by the PFMA.

**QUALIFICATION AND EXPERIENCE REQUIREMENTS**

- The candidate should have a bachelor's degree and a postgraduate qualification, with between 7 -10 years of management experience gained from an Audit/Financial/ Legal/Governance/Risk and Compliance Management environment. A minimum of a postgraduate qualification (NQF 8) in Auditing (Strong expertise in Corporate Governance, Accounting/Financial Management, Risk, Information and Communication Technology, Compliance Management, Auditing and Performance Management).
- Must be a Chartered Accountant and must be in good standing with SAICA/other relevant and/or equivalent professional regulatory body. Registration with the South African Institute of Chartered Accountants (SAICA) is preferable.
- Expertise gained from a combination of the following fields, preferably in the public sector: Internal and External Audit; Accounting, Risk Management, Financial Management, Information Technology. Knowledge of Information Technology Governance, Legal and Compliance, Project Management. Excellent communication skills (verbal and written). Financial and Non-Financial Reporting, Fraud Risks, Internal Financial Controls.
- Extensive leadership and experience of serving on an Audit Committee. Extensive leadership experience and exposure of 6-10 years serving as an Audit Committee Member or Chairperson in the public sector environment.

**KEY RESPONSIBILITIES AND DUTIES:**

- Fulfil oversight responsibilities to ensure that PanSALB maintains an effective, efficient and transparent system of annual financial statements, risk management, governance, performance evaluation, Information Communications Technology (ICT) and internal control.
- Evaluate the effectiveness of the Internal Audit function and the work of external auditors.
- Review PanSALB's annual financial statements and ensure they are compiled in accordance with GRAP.
- Review the performance information and risk management and monitor compliance with legislation.
- Monitor litigation trends with root cause analysis. Safeguard the entity's assets by providing advice to the Accounting Officer and the Board on matters relating to, inter alia, internal audit; internal controls; risk management; accounting policies; financial and non-financial information; Fraud Risks; effective governance and compliance with applicable legislation and prescripts.
- Provide advice and recommendations as may be requested by the Accounting Officer and the Board on specific emerging priorities, concerns, risks, opportunities and/or accountability reporting.
- Review any reports released by the internal and external auditors and Management's response thereto
- Advise the Accounting Officer in the effective execution of his/her responsibilities.
- Report quarterly to the Board on the status of risk management, governance, and internal controls.
- Report to the Executive Authority as required in terms of the PFMA
- Promote and enforce the highest degree of ethical standards in business practices within the organisation and in external relationships.
- Regulate and discharge all responsibilities as contained in relevant legislation/s and/or the Audit and Risk Charter.

**KNOWLEDGE AND EXPERIENCE IN THE FOLLOWING WILL BE KEY:**

- Knowledge of applicable prescripts including the Public Finance Management Act (PFMA), National Treasury Regulations and applicable standards.
- International standards, including relevant Public Sector prescripts on the governance of risk management.
- Financial management and reporting.
- Governance of Ethics and Integrity [Fraud Prevention].
- Conflict Management and Compliance Reporting processes at an organisational level.
- Clear understanding of Information and Communication Technology Standards and ICT Governance.
- Business Continuity planning, management and reporting at organisational level.

## *INDEPENDENT MEMBERS X 2: AUDIT AND RISK COMMITTEE*

**REF: ARC 02/2026**

**QUALIFICATION AND EXPERIENCE REQUIREMENTS**

- Education: Honours degree in accounting, Finance, Auditing, or a related field. A professional qualification such as CA(SA), CIMA, ACCA, CIA, or equivalent is highly desirable.
- Experience: At least 5 years of relevant experience in serving on an audit committee and 10 years of experience in auditing, financial management, risk management, or corporate governance, preferably within the public sector.
- Knowledge: In-depth knowledge of the PFMA, Treasury Regulations, King V Report on Corporate Governance, and Generally Recognized Accounting Practice (GRAP).
- Skills: Strong analytical, communication, and problem-solving skills, with the ability to make sound judgments and provide constructive feedback.
- Independence: The candidate must be independent, with no direct or indirect interest in the operations that could impair their objectivity.

**DUTIES AND RESPONSIBILITIES:**

- Financial Reporting: Review and provide oversight of the entity's financial statements, including the annual financial statements and interim financial reports, to ensure accuracy, completeness, and compliance with applicable accounting standards.
- Internal Controls: Assess the adequacy and effectiveness of the internal controls and provide recommendations for improvement.
- Risk Management: Review the risk management framework and policies to ensure that significant risks are appropriately identified, managed, and mitigated.

- Compliance: Monitor compliance with the PFMA, Treasury Regulations, and other relevant legislation, including the policies and procedures.
- Internal Audit: Oversee the performance of the internal audit function, including the approval of the internal audit plan and the review of internal audit reports.
- External Audit: Liaise with the Auditor-General of South Africa (AGSA) or other external auditors, including reviewing the external audit strategy, scope, and findings.
- Ethics and Governance: Promote ethical conduct and sound corporate governance within the entity, ensuring adherence to the King V Report on Corporate Governance.
- Proven experience in ICT governance aligned with King V, COBIT, and applicable ICT frameworks (e.g., ISO/IEC 38500).
- Demonstrable knowledge of ICT risk management, information security, business continuity planning, and cybersecurity frameworks (e.g., ISO/IEC 27001, NIST).
- Competence in overseeing ICT-related internal controls, including user access management, data protection, system change controls, and segregation of duties.
- Insight into ICT compliance obligations under the PFMA, Treasury Regulations, POPIA, and DPSA ICT Standards.
- Experience in evaluating and advising on ICT infrastructure, digital transformation initiatives, and ICT procurement within a public sector environment.
- Ability to interrogate ICT audit reports from internal audit and the Auditor-General and provide strategic oversight of ICT-related risks impacting governance, finance, and performance.

**TERM OF APPOINTMENT**

- Three (3) years, renewable subject to performance and the Accounting Officer and Board discretion
- This is not a full-time appointment; members will attend at least four statutory meetings per year and additional meetings as required.
- Applicants are required to ensure availability for the scheduled meetings (which will be communicated in advance), complete dedication, and commitment of their time and attention at the PanSALB meetings.

**REMUNERATION**

- Members will be compensated in accordance with the rates as determined by the National Treasury, read with the PanSALB Board Remuneration policy. As outlined in paragraph 5 of the Treasury Regulation 20.2.2, Employees of organs of State serving on Commissions or Committees of Inquiry or audit committees are not entitled to additional remuneration.
- All other refundable expenses are based on the relevant PanSALB policies in line with the National Treasury guidelines.

**CONDITIONS**

- PanSALB is an equal opportunity employer committed to diversity and inclusion. The entity reserves the right not to make an appointment. Should you not receive correspondence within 30 days of the closing date, please consider your application unsuccessful.
- Applicants must send a written application letter with an updated comprehensive curriculum vitae (CV), and recently certified copies of qualifications (not older than 6 months). Applications must include the contact details of three referees at a Board level.
- Incomplete submissions will not be considered.
- All applications must be submitted to: ***applications@pansalb.org***
- **Enquiries: Ms P Padayachee,** *prenitha@pansalb.org*: ***this email is strictly for enquiries; applications sent to it will automatically be disqualified.*** *(No faxed applications will be considered).*
- **Closing date: 25 September 2026 @ 16H00**
- Shortlisted candidates shall undergo personnel suitability checks such as criminal record, credit record checks, citizenship, qualification verification and employment record. Applicants with foreign qualifications will not be considered without an SAQA evaluation certificate.
- *POPIA Disclaimer: By sending your CV to the email address on the advertisement, you agree to the processing of personal information, including sharing it with our verification agents. You are acknowledging that PanSALB will keep a record of your personal information, and you agree that you will exercise your rights as per POPIA.*