

**DIVISION:** OFFICE OF THE VICE-  
CHANCELLOR AND **PRINCIPAL**

**DEPARTMENT:**

**POST:** DIRECTOR: RISK AND  
COMPLIANCE

**POST N°:** 8609  
**PEROMNES GRADE:** 5

**JOB DESCRIPTION:** The Director: Risk and Compliance will provide strategic leadership, direction and assurance on risk management, compliance management and good governance across the Vaal University of Technology (VUT). The role supports Council, Management and relevant committees by ensuring that risk and compliance processes are aligned with applicable legislation, institutional policies and Strategy 2033+

The Director plays a critical role in conducting independent and objective assurance and consulting activities that add value and improve the organisation's operations.

The Director is responsible for planning, executing and leading **risk and compliance** across VUT. The role involves assessing and evaluating the effectiveness of risk management processes and governance procedures to ensure compliance with applicable regulations, policies and standards. The Director plays a key role in advising management on risk mitigation strategies and identifying opportunities for operational improvements.

**Key Performance Areas**

- Risk and Compliance Planning and Execution
- Risk Management
- Compliance Management
- Reporting and Documentation
- Leadership

**APPLICATION CRITERIA:**

**Qualifications and Experience:**

- Honours degree or a postgraduate Diploma in Risk and Compliance, Internal Auditing, Accounting or related field
- Relevant professional certifications and/or registration with a relevant professional body.
- Minimum of seven (7) years' relevant experience, of which at least three (3) years must have been at a senior management level.
- Experience in internal auditing, risk management, compliance management and/or related fields.
- Experience in leading risk and compliance and providing recommendations to senior management.

- Previous experience working in a large organisation or in industries with complex regulatory requirements is preferred.

### **Added advantage**

- Master's degree

### **Skills:**

#### **Technical Skills**

- Proficiency in risk and compliance software and Microsoft Office Suite (Excel, Word, PowerPoint)
- Familiarity with data analytics tools and techniques to identify trends and risks in financial and operations data.

#### **Soft Skills**

- Strong analytical, problem-solving and critical thinking skills
- Excellent communication skills, both written and verbal, with the ability to communicate complex findings to non-technical stakeholders
- Attention to detail and ability to work under tight deadlines
- Strong leadership and interpersonal skills, with the ability to mentor and guide team members.

**CLOSING DATE FOR APPLICATIONS:** Friday 19 June 2026

#### **Application requirements:**

1. A fully completed prescribed application form which can be obtained from [www.vut.ac.za](http://www.vut.ac.za)
2. A detailed curriculum vitae (explicitly stating relevant experience or knowledge in the fields mentioned above)
3. Certified copies of all qualifications
4. A certified copy of your South African identity document
5. Contact details of referees
6. Applications must be emailed to [recruitment10@vut.ac.za](mailto:recruitment10@vut.ac.za). Please quote the post reference and post description in the subject line.
7. No manual applications will be accepted. Incomplete applications, or applications submitted without the application form and required supporting documents, will be disregarded.
8. Only applications submitted using the official VUT application for employment form will be considered.
9. Correspondence will only be entered into with shortlisted candidates. If you do not hear from VUT within 3 months of the closing date, please regard your application as unsuccessful.

10. Enquiries may be directed to: HRBP: Ms S Nortjé: [gerbrechn@vut.ac.za](mailto:gerbrechn@vut.ac.za), Tel: 016-950 9695

### **Please Note**

- **By submitting your application, you consent to VUT verifying your qualifications and sharing your personal information with the selection panel and other authorised persons involved in the recruitment process. Candidates with foreign qualifications must submit a South African Qualifications Authority (SAQA) certificate of evaluation. VUT is an equal opportunity and affirmative action employer. In compliance with the Employment Equity Act No. 55 of 1998 (as amended), and in line with its Employment Equity Plan and Recruitment Policy, preference will be given to suitably qualified candidates from designated groups, specifically African, Coloured, and People with disabilities.**
- **VUT reserves the right not to make an appointment**

#### **POPIA Compliance**

- The Applicant acknowledges and agrees that VUT will collect, process, and store the Applicants' personal information in accordance with the Protection of Personal Information Act 4 of 2013 (POPIA), for the purposes of the recruitment and selection process.
- VUT will take reasonable steps to protect applicants' personal information from unauthorised access, use, or disclosure. Applicants have the right to access, correct, or delete their personal information at any time.

#### **Litigation Waiver**

- The Applicant agrees to waive all claims against VUT arising from the collection, processing, storage, or sharing of personal information in accordance with this clause.

