



Graduate Development Programme  
[caa@treasury.gov.za](mailto:caa@treasury.gov.za) | [www.treasury.gov.za](http://www.treasury.gov.za)

## **UNLEASH YOUR POTENTIAL**

### **Qualify as a Chartered Accountant through the National Treasury's Chartered Accountants Academy (CAA)**

The National Treasury is committed to youth and skills development in South Africa. It provides graduates an opportunity to gain meaningful workplace experience to complement their studies. The Graduate Development Programme is directed at those who have or are in the process of completing their studies. Graduate recruits will be part of a supportive environment allowing for continuous development.

#### **CHARTERED ACCOUNTANTS ACADEMY**

The CAA provides an avenue for prospective Chartered Accountants to receive training without going through an audit firm. This type of training has been a feature in the private sector for some time, but has been adopted by the public sector.

National Treasury was the first national government department to introduce such a programme. This programme will not only reinforce your academic education, but will also help develop business acumen, professional and ethical values.

The programme will contribute significantly to the National Treasury's ability to attract and retain key finance and accounting professionals within the department and the broader public sector as a whole. A maximum of 10 graduates a year get selected into the programme.

#### **THE STRUCTURE OF THE CAA**

The three (3) year professional training has been structured in a manner that offers the trainees exposure in key areas with specialisation in Financial Management and Management Decision-Making and Control. This experience is gained through rotation to the various divisions of the National Treasury to gain exposure in the relevant areas as highlighted below:

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**Office of the Accountant General** seeks to achieve accountability to the general public by promoting transparency and effectiveness in the delivery of services. It sets new government accounting policies and practices, and improves on existing ones, to ensure compliance with the standards. It also focuses on the preparation of consolidated financial statements and an improvement in the timeliness, accuracy and efficiency of financial reporting.

- Accounting, Risk Management Support & Reporting
- Consolidation of National Accounts
- Technical Services & Support

**Office of the Chief Financial Officer** provides exposure to;

- Management Accounting and
- Financial Accounting

### Financial Accounting

### Financial Management

**Asset & Liability Management (ALM)** manages government's asset and liability portfolio in order to ensure prudent cash management, asset restructuring, financial management and the optimal management of government's domestic and foreign debt portfolio. under ALM;

- Sectorial Oversight (focuses on the review of state owed entities strategic documents)
- Financial & Corporate Governance Analysis
- Strategic Risk Management: Credit Risk, Market Risk & Country Risk
- Liability Management (focuses on the management of local and foreign debt) and
- Cash Management (monitors the countries liquidity).

**Auditing & Assurance: Secondment**  
**Taxation: Secondment and Simulations**

### Taxation, Management Accounting & Assurance

### Internal Audit, Risk Management & Governance

**Internal Audit** provides all the internal audit function for the Treasury i.e. assessment of internal controls, statutory audits and compliance audits.

**Enterprise Risk Management** manages the risk assessment processes and reports to the Director General (DG) through the Risk Committee on its risk finding.



## **REMUNERATION**

CAA trainees are offered competitive market-related salaries, which are structured according to the individual qualifications.

## **CRITERIA**

To qualify for the CAA, candidates must have completed or be in their final year of completing the Certificate in the Theory of Accounting (CTA), Post Graduate Diploma in Accounting (PGDA) or B.Com Accounting Honours, which will enable them to write the qualifying board examination.

## **RECRUITMENT**

The National Treasury team will be embarking on recruitment drives at universities around the country. Look out for further information around campus or at your university's careers office.

## **FREQUENTLY ASKED QUESTIONS**

### ***Q. Which must I have studied to qualify for the National Treasury CAA?***

A: Graduates must have completed their undergraduate and be in the final year of completing a Certificate in the Theory of Accounting (CTA) or BComm Accounting Honours degree, which enables them to write the board examinations.

### ***Q. What is the salary offering?***

A. CAA trainees are offered a market related salary.

### ***Q. Where would I be based during the programme?***

A. Some CAA trainees will be based at the National Treasury's offices in Pretoria and some will be based at metropolitan municipal offices nationally.

### ***Q. How long is the CAA Programme and what happens thereafter?***

A. The CAA programme runs for 3 years. At the end of this comprehensive learning programme, successful trainees will qualify as Chartered Accountants.

### ***Q. Would I qualify for leave?***

A. CAA trainees qualify for leave like full time employees.



**national treasury**

Department:  
National Treasury  
REPUBLIC OF SOUTH AFRICA

**Q10. How do I apply?**

Complete and submit the CAA application form available on National Treasury's website ([www.treasury.gov.za](http://www.treasury.gov.za)), and attach the following:

- Completed application form
- Certified copy of your SA identity document
- Full official academic record

Submit completed applications via e-mail to [caa@treasury.gov.za](mailto:caa@treasury.gov.za) or

Post to:

The Training Officer  
National Treasury  
Private Bag X 115  
Pretoria  
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Closing dates for applications: **30 September 2019**