



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA



INTERNAL & EXTERNAL ADVERTISEMENT

DEPUTY COMMISSIONER OF FINANCIAL SECTOR CONDUCT AUTHORITY (X2 POSTS) (FIVE-YEAR FIXED TERM CONTRACT)

REF NO: FSCA001/2026

The Minister of Finance invites applications for the positions of two (2) Deputy Commissioners of the Financial Sector Conduct Authority (FSCA). The FSCA is a schedule 3A public entity listed in terms of the Public Finance Management Act (PFMA). It is a conduct regulator for the financial services sector in South Africa, tasked with promoting fair customer treatment and the efficiency and integrity of financial markets. Applications are invited from dynamic, experienced leaders, with a proven track record of effective team management and results-driven leadership, preferably at executive level. The candidates should be experienced in market conduct issues and promoting the fair treatment of financial customers.

Purpose of the role: Deputy Commissioners report to the Commissioner and will be expected to provide executive oversight of the operationalisation of the FSCA. They will be responsible for ensuring close working relationships between the FSCA and key stakeholders in the financial sector, including the National Treasury, South African Reserve Bank, National Credit Regulator, and Financial Intelligence Centre. Deputy Commissioners will also be responsible for ensuring the FSCA participates and is properly represented in local coordinating structures and relevant international forums.

Some key outputs include:

- Working closely with the Commissioner and Divisional Executives, and responsible for the day-to-day management and administration of the FSCA, including ensuring that the regulator has adequate skills and resources to meet its mandate and objectives
- Oversee the development and implementation of a regulatory strategy for the FSCA
- Make conduct standards, joint standards and other regulatory instruments, adopt the administrative action procedures of the FSCA, and issue licenses to financial institutions
- Monitor the achievement of fair customer outcomes in the financial sector and take steps to mitigate conduct risk and abusive market practices
- Develop and implement an approach to transformation of the financial sector for the FSCA, taking into account the BBBEE Act and Financial Sector Code.

Qualifications and experience: Matric • A relevant postgraduate degree (NQF Level 8) recognised by SAQA. • A minimum of 7 to 10 years relevant Senior Management experience, preferably at Executive level and with direct experience in or exposure to financial sector regulation and/or consumer protection as well as banking, insurance, financial markets, payment systems, retirement funds and investment funds • Knowledge and Experience of the legislative framework in the financial services sector, e.g. Financial Sector Regulation Act, Banks Act, Financial Intelligence Centre Act, Pension Funds Act, Insurance Act, Financial Markets Act, National Payment System Act, National Credit Act etc. • Knowledge of the Financial Sector Ombud schemes and how they operate.

Technical competencies include but not limited to:

- General management experience
- Strategic planning and Strategic Leadership
- A deep understanding of the financial sector and the role, purpose and functioning of a financial sector regulator, and one that governs market conduct and financial markets in particular.

Behavioural competencies include but not limited to: Fit and proper • Honesty and integrity • Professionalism • Fairness • Diplomacy • Leadership and Negotiation skills • Advanced emotional intelligence • Advanced problem-solving, planning, and facilitation abilities • Proven ability as a team leader with a commitment to creating, supporting, and sustaining an environment that enables staff to achieve results.

Candidates who do not meet the requirements will not be considered and, therefore, need not apply.

Closing Date for applications: 19 June 2026 at 12:00

Applications must be addressed to The Shortlisting Panel and must be sent via e-mail to Recruit.EXEC@treasury.gov.za.

For enquiries please contact: Mr. Languta Manganye at Languta.Manganye@treasury.gov.za and or Mr. Jabulane Hlalethoa at DepCommissioner.Recruitment@fsca.co.za.

The Ministry of Finance is an equal opportunity employer and encourages applications from women and persons living with disabilities in particular. Our buildings are accessible to persons living with disabilities.

Kindly note: applications that are not compliant with the above requests will not be considered.

Please note: All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Ministry. Successful candidate will be required to sign a Performance Agreement.

All short-listed candidates will be subjected to personnel suitability checks, and the successful candidate will undergo security vetting. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).

The status of your application will be visible on the system. NOTE: The Minister of Finance reserves the right not to fill the post/ to put on hold a position and/or to re-advertise a post.