

JOB TITLE : SENIOR PROJECT MANAGER
REPORTS TO : HEAD: COMPLIANCE
BUSINESS UNIT : COMPLIANCE
LOCATION : HEAD OFFICE: PRETORIA
POSITION STATUS : FIXED TERM CONTRACT (12-MONTHS)

Purpose of the Job

Postbank is embarking on a critical transformation journey to obtain a full banking license in terms of Section 16 of the Banks Act, 1990. We are seeking a highly experienced Senior Project Manager to lead and coordinate this complex, multi-year programme. The incumbent will ensure that all project streams are successfully delivered within scope, on time, and in compliance with regulatory requirements. The role will require close collaboration with both internal and external stakeholders, including the Prudential Authority, National Treasury, service providers, and Postbank's executive leadership.

Job Responsibilities

- Lead the end-to-end planning, execution, monitoring, and closure of the Section 16 banking license project.
- Develop and maintain an integrated master programme plan, covering multiple interdependent workstreams (regulatory, legal, governance, operational readiness, IT, risk, finance, HR, etc.).
- Manage project scope, schedule, cost, quality, risks, issues, change control, and communications using best-practice project and programme management methodologies.
- Track progress against key project milestones, deliverables, and critical path activities.
- Ensure the timely completion and submission of all deliverables required for the banking license application, including those related to governance frameworks, risk and compliance structures, and operational capability.
- Prepare and present high-quality reports and dashboards for executive, board, and regulatory oversight.
- In collaboration with the Project Owner and Head of Compliance, engage proactively with:
 - The Prudential Authority, SARB, and other regulators.
 - National Treasury, Department of Communications and Digital Technologies, and other key government entities.
 - External consultants, legal firms, assurance providers, and other subject matter experts.
- Manage the onboarding, contracting, and performance of external advisors and vendors.
- Serve as a central coordination point to ensure alignment across stakeholder expectations, timelines, and deliverables.
- Facilitate ongoing communication and transparency with all stakeholders through structured reporting and engagement mechanisms.
- Implement and maintain a strong governance structure for the programme, including RACI matrices, project charters, and decision frameworks.
- Ensure full regulatory compliance with PFMA, Companies Act, Banks Act, and Postbank SOC Ltd Act.
- Identify and manage project risks, develop mitigation plans, and escalate unresolved issues as required.
- Support readiness assessments, gap analysis, quality assurance, and internal audit reviews.

Qualifications and Experience

- Bachelor's degree in Business, Finance, Law, Project Management, or a related field (essential).
- Recognised Project Management certification (e.g. PMP, PRINCE2, PgMP, MSP).
- At least 10 years' experience in project or programme management in the financial services sector, with at least one full-cycle project involving a banking license application or major regulatory transformation in South Africa.
- Demonstrated ability to work with executive stakeholders, boards, and government departments.

Knowledge and understanding of:

- Knowledge of banking regulatory frameworks, including the Banks Act, PFMA, FAIS, and FIC Act.

Skills and Attributes

Strong analytical and critical thinking skills. Exceptional planning and organisational skills. Strong leadership and stakeholder management abilities. Excellent verbal and written communication skills. Proven experience working in highly regulated environments. Analytical, solution-oriented, and calm under pressure. Capable of handling complex, multi stakeholder projects with competing priorities.

How to Apply

If you wish to apply and meet the requirements, please forward your Curriculum Vitae (CV) to RecruitmentSN@postbank.co.za. Please indicate in the subject line the position you are applying for. To view the full position specification, log on to www.postbank.co.za and click on Careers.

Closing Date

09 September 2025

Disclaimers

The South African Postbank SOC Limited is committed to the achievement and maintenance of diversity and equity in employment, especially with regard to race, gender and disability. In compliance with the bank's employment equity plans, we encourage and welcome applications from diverse groups from the South African Employee active population. Correspondence will be limited to short-listed candidates only.

If you do not hear from the South African Postbank SOC Limited or its Agent within 3 months of this advertisement, please accept that your application has been unsuccessful. The South African Postbank SOC Limited reserves the right not to fill the positions or to re-advertise the positions at any time.

POPIA provides that everyone has the right to privacy and it includes a right to protection against the unlawful collection, retention, dissemination and use of personal information. By applying for employment you consent to the processing of your personal information with Postbank. Your personal information and any attached text or documentation are retained by Postbank for a period in accordance with relevant data legislation.