

**Position:** Divisional Executive Conduct of Business Supervision  
**Salary** Total cost to company is R2,797 569.00 Band A  
**Closing date:** 19 June 2026

Interested candidates should email CV to: [recruitment@tianaconsulting.co.za](mailto:recruitment@tianaconsulting.co.za)  
If you need more information about the position, please contact 011 431 1354, one of our Consultant will assist you.

**Purpose of the Job:**

To provide strategic and operational oversight of the Conduct of Business Supervision Division ensuring effective frontline supervision of licensed financial institutions, including banks and payment providers, life and non-life insurers, micro- and access product providers, financial advisors and intermediaries, crypto asset service providers and investment providers.

The role is responsible for promoting fair customer outcomes and supervising adherence with market conduct and (where applicable) AML/CFT regulatory requirements through proactive and risk-based supervisory interventions. The Divisional Executive leads and guides supervisory teams responsible for monitoring, assessing and addressing market conduct risks and trends across the financial sector, contributing to a safe, fair and trusted financial system in line with the mandate, objectives and strategic priorities of the Organisation. The person appointed to this position will report to the Deputy Commissioner

**Requirements:**

- A Master's degree in Law, Public Policy or Risk Management (NQF8).
- Relevant professional qualification would be advantageous (e.g. Admitted Attorney, Advocate, Compliance Professional (CProf)).
- At least 13 years' experience in financial sector regulation, supervision, enforcement, compliance, conduct risk or legal, of which 8 years must be in a senior regulatory and/or front-facing decision-making role.
- Candidates must demonstrate deep technical knowledge of the functioning of the financial system, with direct and well-established experience in at least three of the key sectors falling within the scope of the Division.

**Key Performance Areas:**

- Develop and implement the division's front-line supervisory strategy, supervisory plan and business plan in alignment with the Organisation's mandate and strategic objectives.
- Drive the Organisation's transition toward proactive, outcomes-focused and risk-based market conduct supervision.
- Provide strategic insights on emerging conduct risks, industry developments, and regulatory priorities.
- Contribute to the execution of the Organisation's strategy as a member of senior management structures.
- Ensure alignment between supervisory activities and broader regulatory objectives.
- Lead the coordination and execution of risk-based supervisory activities across regulated entities.
- Oversee onsite inspections, thematic reviews, supervisory engagements, and monitoring activities.
- Ensure effective identification, assessment, escalation, and mitigation of market conduct risks.
- Direct appropriate supervisory responses to significant conduct failures and emerging systemic risks.
- Ensure consistent application of supervisory frameworks, methodologies and standards.

- Drive supervisory interventions that improve customer outcomes and industry practices.
- Build supervisory depth and capabilities to effectively respond to emerging and evolving market trends.
- Meet all reporting, administrative and development obligations relevant to the Division in line Organisation's policies and procedures, including responsibilities under HR, financial management, budgetary and reporting cycles, knowledge management and training initiatives.

**Other Key Competencies:**

The candidate must demonstrate proven experience in leading large multi-disciplinary teams with a cross-sectoral focus, specialised knowledge and experience in designing and leading inspections and compliance monitoring approaches, risk-based supervision or audit methodologies, proven ability to manage complex regulatory interventions and very senior stakeholder relationships, demonstrated strategic leadership skills and resource management abilities, excellent planning, coordination and communication skills (oral and written), exceptional interpersonal, self-awareness and emotional intelligence skills, excellent analytical and innovative problem-solving skills, ability to prioritise, manage multiple deadlines and work under significant pressure in a fluid environment, exceptional attention to detail and sustained high quality performance.