



VACANCY AT WESSA

Chief Financial Officer (CFO) - Johannesburg

The Wildlife and Environment Society of South Africa (WESSA) is one of South Africa's leading Environmental NPO's. WESSA aims to Educate. Advocate. Act through its staff and voluntary members and supporters throughout the country.

Brief Overview of the Position

WESSA is seeking an experienced and dynamic Chief Financial Officer to serve as a strategic financial partner to the CEO and Board. Reporting directly to the CEO, the successful candidate will drive the organisation's long-term financial sustainability while delivering sound operational financial management. The role is weighted 60% strategic and 40% operational, reflecting the dual responsibility of providing forward-looking leadership and ensuring disciplined financial stewardship, compliance, and efficiency in support of WESSA's environmental mission.

KEY PERFORMANCE AREAS INCLUDE:

- **Strategic Financial Leadership and Organisational Sustainability:** Lead the development and implementation of a 3-5 year financial sustainability plan, ensure annual budgets are aligned to strategic priorities, maintain unrestricted reserves within board-approved targets, diversify income streams year on year, and serve as a key thought partner to the CEO, EXCO, Board, RIC and ARAC on scenario planning, resource mobilisation and allocation and financial trade-offs.
- **Budgeting, Forecasting, Reporting, and Decision Support:** Deliver forward-looking financial insight, scenario analysis and actionable recommendations to support strategic decision-making by the CEO, Board and leadership team, while ensuring timely monthly management accounts, quarterly reforecasts, variance analysis and accurate reporting.
- **Governance, Compliance, Audit, and Enterprise Risk Management:** Maintain strong controls with zero material breaches, drive improved audit outcomes, proactively mitigate key financial and compliance risks, and provide meaningful assurance to the ARAC and Board.
- **Donor, Grant, and Funder Financial Stewardship:** Partner with fundraising and programme teams to ensure grants are well-costed, achieve higher overhead recovery, reduce unfunded delivery risk, deliver 100% on-time and accurate donor reporting, and build stronger funder confidence.
- **Finance Operations, Systems, People, and Business Efficiency:** Lead an efficient, service-oriented finance function (including procurement, administration, IT and shared services) with strong systems, capable people, digitisation initiatives, and effective month-end, payment, and debtor/creditor processes.

MINIMUM QUALIFICATION AND EXPERIENCE REQUIRED FOR THIS POSITION:

Qualifications:

- Bachelor's degree in Finance, Accounting, or related field; CA(SA).

Experience:

- 7+ years in a strategic CFO or Head of Finance role, preferably in the nonprofit sector.
- Demonstrated success in strategic financial planning and intelligence, budgeting, forecasting, donor compliance and financial sustainability initiatives.
- Proven ability to lead finance teams and engage effectively with boards and external stakeholders.

Skills:

- Strategic and analytical thinking with the ability to link financial decisions to mission impact.
- Proficiency in financial systems (e.g., Sage or similar).
- Excellent communication and presentation skills for Board and EXCO level interactions.
- Ability to balance strategic vision with operational delivery under pressure.

APPLICATION PROCESS:

We encourage all interested internal candidates to apply by submitting an updated CV and a motivation letter to applications@wessa.co.za by **16h00 on Friday, 15 May 2026**.

Shortlisted applicants will be invited to a panel interview with the CEO, Head of HR, and members of the Board. The interview will take approximately 90 minutes.

As part of the fair and transparent selection process, candidates will also be asked to complete a psychometric assessment.

LOCATION: (Where will the individual be based):

The individual will be based at WESSA's **Bryanston office**, Johannesburg.

REPORTING MANAGER:

Chief Executive Officer (CEO)