



THE GATEWAY AIRPORTS AUTHORITY LIMITED (GAAL) a provincially owned business enterprise responsible for managing Polokwane International Airport, invites applications from suitable qualified and experienced candidates for appointment of permanent position to the following challenging position.

JOB SPECIFICATION AND RECRUITING PROFILE OF THE VACANCY
EXTERNAL ADVERT - REF. NO. 15/06/2026/27

The following vacancy exists at The Gateway Airports Authority Limited (GAAL) in Polokwane, Limpopo Province.

Position	Chief Financial Officer	Job Type and Level	Permanent
Vacancy No.	15/06/2026/27	Department/ Business Unit	Executive Level
Remuneration Package	R 1 367 430,89 - Total Cost to Company (TCTC) package (inclusive of benefits).		

POSITION OVERVIEW

The Chief Financial Officer will be responsible to ensure the fiscal stability of the entity through financial management, strategic leadership to the entity and to manage accounting, revenue, expenditure and reporting. To oversee ICT and Supply Chain functions.

This position reports to the Chief Executive Officer.

PRINCIPLE OUTCOMES

- Develop and implement the entity's finance strategy;
- Accountable for Financial Accounting systems and processes, including:
 - Revenue management;
 - Managing expenditure;
 - Information and Communication Technology;

- Supply chain management;
- Policy implementation;
- Risk management;
- Managing Staff in support of achieving performance objectives

KEY RESPONSIBILITIES:

- Develop and Implement Financial Strategy.
- Direct the organisation in terms of budget, revenue and expenditure, financial administration, including Supply Chain Management, financial planning, and accounting systems.
- Support the Chief Executive Officer and Senior Management.
- Support the Board and the Committees.
- Manage relationship with the Department of Transport and Community Safety by attending regular entity oversight meetings, Provincial Treasury, Auditor General and Airport stakeholders.
- Establish and manage pertinent structures of governance in improving effective and efficient financial statements and other reports according to GAAP.
- Implement performance policies and guidelines of GAAL.
- Maintaining internal and accounting controls.
- Manage and maintain all Information Technology activities of the organisation.
- Develop financial risk management strategies and financial plans in line with the strategy and vision of the company.
- Provide strategic direction in terms of cash flows, borrowing and investment management.
- Present financial plans and budgets, to the Executive Committee and the Board.
- Ensure ongoing compliance in terms of financial and tax related matters.
- Ensure external production of Annual Financial Statements; oversee internal and external audit processes together with Audit processes and audit action plans.
- Develop financial reports for financial analysis, forecasting, trending and results analysis.
- Ensure effective management of the Finance Team.

DESIRED SKILLS AND EXPERIENCE

Minimum Requirements

A three (3) years tertiary qualification in Finance and or Accounting. A relevant post graduate and or Chartered Accountant (CA) will be an added advantage. At least six (6) years managerial experience preferably in the field of Finance and or Accounting in the Public Service. An excellent knowledge of

accounting principles. Must have in depth knowledge and understanding of the Public Finance Management Act, 1999 (PFMA), Treasury Regulations, the Preferential Procurement Policy Framework Act, 2000 and the Public Sector Financial Frameworks and Instruments as defined by National Treasury.

Behavioural Competencies

- Good communication skills
- Interpersonal skills
- Problem solving
- Attention to detail
- Organised
- Confidentiality
- Strategic Thinking
- Financial Acumen
- Managing Complexity

REMUNERATION AND BENEFITS

R 1 367 430,89 - Total Cost to Company (TCTC) package (inclusive of benefits).

Interested candidates must send a covering letter, comprehensive CV, certified copies of qualifications not older than 6 months, ID document and valid driver's license to: The Senior Manager Human Resources, Gateway Airport Authority Limited, P.O. Box 1309, POLOKWANE 0700, or hand delivery to: Registry Office at GAAL Old Terminal Building, Landros Mare Street/N1 North to Makhado, Gateway Weg, Polokwane, 0699 or e-mail applications to **HR.Admin@gaal.co.za**.
Enquiries: Senior Manager Human Resources (087) 291 1074 or 071 412 8206.

Closing date: **29th June 2026** at 16h00. Failure to comply with the above requirements will lead to disqualification.

GAAL will not carry any costs for candidates attending interviews. Applicants should consider their application unsuccessful if no response is received within one month of the closing date. Shortlisted candidates will be subjected to suitable checks (Criminal records, credit records for security reasons) and verification of qualifications. It is the applicants' responsibility to have foreign qualifications evaluated by South African Qualification Authority (SAQA) and to provide proof of such evaluation. GAAL reserves the right not to fill in the posts advertised. Canvassing of any GAAL officials and/or the Board will lead to disqualification.

POST IS AVAILABLE AT WWW.GAAL.CO.ZA

THE GATEWAY AIRPORTS AUTHORITY LIMITED is an equal opportunity and affirmative action employer and to this extent conducts targeted recruitment for previously disadvantaged individuals. The Employment Equity Plan of GAAL will apply in filling these positions. To this extend, we encourage females (Coloured, White and Indian) males (Coloured and Indian) and people with disabilities to apply.