

JOB PROFILE

JOB TITLE:	FS Code Technical Specialist
ROLE TYPE:	Permanent
REPORTS TO:	Chief Executive Officer

ABOUT US:

The Financial Sector Transformation Council (FSTC) is a non-profit company constituted in terms of the Financial Sector Code, gazetted under Section 9 (1) of the Broad-Based Black Empowerment Act 46 of 2013. It is mandated through its constituencies, which are the Trade Associations, Government, Nedlac Organised Labour (Labour), Nedlac Organised Community (Community), and the Association of Black Securities and Investment Professionals (ABSIP), to enforce the Financial Sector Transformation Code.

POSITION SUMMARY

The role is to provide high-quality, objective analysis and advice on issues related to the Financial Sector Code (FS Code) and its implementation. The Technical Specialist will be required to lead the FSTC and its stakeholders on technical policy matters, including periodic review of the FS Code, drafting policy position papers, guidance notes, responses to calls for comments, providing training on the FS Code and any other related policy research and guidance.

The Technical Specialist will be expected to build sound working relationships with constituency representatives in the Reporting Working Committee (RWC) and its sub-committees, regulators, practitioners, verification agencies, and other B-BBEE professionals, as well as support the CEO in respect of policy advocacy initiatives.

DUTIES AND RESPONSIBILITIES

Policy analysis and advice

- Provide technical advisory, clarifications, and guidance on the FS Code within specified time frames.
- Have a breadth of view of policy implementation issues and an understanding of the key imperatives of the FSTC and its stakeholders.
- Review policy development, conduct gap analysis and recommend options to implement new policy guidelines.
- Advise management and the RWC on the implications of policy, including trends, and developments.

Policy development

- Lead and facilitate the FS Code review and lead work streams, and policy-related issues.
- Carry out analysis of existing Guidance Notes for relevance and recommend improvements in line with operational standards and legislation, where applicable.
- Represent the FSTC in the policy development processes, including taking part in policy-related working groups.
- Coordinate input from team members and other contributors.
- Consult with internal and external stakeholders to gain support for proposed initiatives or policies, identifying and overcoming barriers as appropriate.
- Develop and maintain effective relationships with relevant Government policy staff and information sources.

Training and support

- Identify needs and interventions for capacity building of stakeholders for a clear understanding and effective implementation of the FS Code.
- Develop training content and deliver training on the FS Code.
- Provide clarity and advice on the interpretation and implementation of the Code.
- Collaborate with other sector councils and relevant stakeholders on areas of common interest.
- Create public awareness of the FS Code.

REQUIRED SKILLS AND QUALIFICATIONS**Education Background:**

- An Honours degree in public policy, economics, political science, or related social sciences is essential.
- A B-BBEE Management Development Programme certificate is an essential.

Experience:

- 5 to 8 years of relevant experience in policy development, research and analysis, and advocacy initiatives.
- Comprehensive knowledge of B-BBEE legislation and implementation, the Financial Sector Code, and B-BBEE verification processes.
- Experience in providing policy advisory services and establishing inter-relationships among multi-stakeholders.
- Highly developed analytical skills and a demonstrated commitment to developing and maintaining technical skills and knowledge in one's own area of expertise.
- Ability to produce high-quality policy work and provide peer support and coaching to colleagues.

- Experience in developing and delivering training content.
- Excellent written and oral communication skills, including proven success in the ability to present ideas and concepts effectively and persuasively.

Competencies

- Strong analytical and problem-solving skills, as well as attention to detail and process orientation.
- Strong organisational and project-management skills.
- Excellent interpersonal and communication skills to liaise with team members, management, and all the FSTC stakeholders.
- Proficiency in MS Office Suite (particularly Excel, Word, Outlook, and PowerPoint).

Application letter must be accompanied by a comprehensive CV, certified copies of qualifications and identity document, should be forwarded for the attention of lebohang.setai@isilumko.co.za

Closing Date: 19 May 2026