



Finance Officer: Compliance and Internal Audit

Dole South Africa, one of the country's leading fruit exporters, recruits for a Finance Officer: Compliance and Internal Audit that is to add to the Company's human resources talent pool. This vacancy offers a challenging role to a dynamic individual, who is driven by attention to detail in reporting and motivated by deadlines.

Reporting to the Financial Director you will be based at our Cape Town offices (Tygervalley-area), and also work closely with our farms in the Western + Northern Cape and other projects in Southern Africa.

Minimum knowledge & experience required to perform this job competently:

Education & Experience:

- Chartered Accountant
- Minimum 5 years middle financial management experience
- Regulatory Knowledge and Risk Management (ability to identify, assess, mitigate and monitor)
- Experience with Audit procedures and reporting
- Knowledge of accounting systems and processes
- Collaboration (with all stakeholders across the organisation and relevant service providers)

Key Performance Areas (KPA's):

KPA's will include (but are not limited to) the following essential responsibilities:

- Manage and Continuous Review of Compliance Policies and Procedures
 - Manage testing and monitoring of Tools for Compliance (Onspring, Sanction Screening, Code of Conduct, Sustainability)
 - SARS related matters
 - CIPC Submissions
 - Transfer pricing
 - Tax Reporting and compliance for SA Group
- Internal Auditor and -Controls
 - Management of internal and external audit process
 - Create sound internal control environment.
 - Good internal control financial controls that adhere to Sox and Company Policies
 - Management of all non-compliance to finance owned policies.
 - Lead investigations into any potential violations and coordinate remediation effort
- QMS Internal Auditor and Champion
- Risk Registers
- Accounting Records
 - Ensure adherence & compliance with the Group's Accounting Policies & Procedures that complies to IFRS + US Gaap
 - Assisting with annual financial audit
 - Review of GL Reconciliations
- Reporting
 - Accurate & timeous monthly local and global financial reporting (incl variance reporting)

Candidate Profile & Inherent Qualities:

- Multi-tasking skills
- Strong analytical ability and attention to detail
- Pro-active and energetic
- Disciplined and focused
- Ability to work under pressure and within time constraints but also when the work requires additional time to complete the task
- Good IFRS & Company Tax knowledge
- Good computer software skills (Accpac & Excel preferable)
- Sound qualitative and quantitative analysis skills
- Excellent communication and interpersonal skills on all levels in the organization
- Sound planning/project management skills
- Ability to work independently and as part of a team
- Adaptability (ability to implement new requirement)

Submit your application and expected remuneration via email to: hr.sa@dole.com or online at <https://www.dolesa.co.za/working-here/>.

Closing date for applications: Monday, 22 March 2024 at 12h00

The appointment will be made in line with our Employment Equity Policy. Should you not hear from us within two weeks of the closing date, kindly regard your application as unsuccessful.