



competitioncommission
south africa

CALL FOR MEMBERSHIP IN THE REMUNERATION COMMITTEE OF THE COMPETITION COMMISSION SOUTH AFRICA

The Competition Commission is a statutory body constituted in terms of the Competition Act, No 89 of 1998, by the Government of South Africa. It is empowered to investigate, control and evaluate restrictive business practices, abuse of dominant positions and mergers in order to achieve equity and efficiency in the South African economy.

A Remuneration Committee has been established to provide advice to ensure that remuneration supports the strategic aims of the Competition Commission to enable the recruitment, motivation and retention of suitably qualified Executives, Senior Managers and employees, whilst also complying with legislative requirements.

The Competition Commission hereby invites applications from suitably qualified persons to serve as members of its Remuneration Committee.

Minimum requirements:

A Bachelor's degree in a Human Resources/Finance-related field • At least 10 years' experience in the remuneration field • Working knowledge of the PFMA, Treasury Regulations and other related public sector legislation • An understanding of the Competition Commission's mandate • Experience in or knowledge of the public sector • Sound knowledge of remuneration and benefits best practices • Knowledge of relevant Labour and Tax legislation • Knowledge of organisational design principles • Knowledge of Performance Management, Job Evaluation and Reward Systems (The following will be added advantages: Master's degree in a Human Resources/Finance-related field • previous membership of a Remuneration Committee).

Roles and responsibilities:

Recommending and monitoring the level and structure of remuneration for the Executive and Senior Management • Advising on the reward strategy of the Competition Commission, including salary benchmarking, benefits management and annual compensation such as performance bonus and salary review • Advising on Competition Commission policies that have an impact on remuneration • Advising on performance management systems and incentive schemes to ensure that good performance is rewarded appropriately • Advising and assisting in the preparation of Remuneration Committee submissions to relevant governance structures • Advising on the negotiation of collective agreements.

Interested applicants must please submit per e-mail a covering letter, curriculum vitae, proof of qualifications and contact details of two referees to the Company Secretary at

MduduziM@compcom.co.za or via fax to: +27 12 394 6484. Please direct any telephonic queries to Mduduzi Msibi on +27 12 394 5484.

The closing date for applications is close of business on 30 June 2016.