

# WESTERN CAPE GAMBLING AND RACING BOARD

The Western Cape Gambling and Racing Board (WCGRB) — an equal opportunity employer — is a statutory body established to regulate and monitor the gambling and betting industry in the Western Cape. The Board invites applications for the following position:

## CHIEF AUDIT EXECUTIVE (CAE)

The Western Cape Gambling and Racing Board (WCGRB) is seeking an experienced and strategically-minded Chief Audit Executive (CAE) to lead its internal audit function. This critical leadership position reports functionally to the Audit and Risk Committee and administratively to the Chief Executive Officer. The CAE plays a vital role in providing independent assurance and advisory services that support good governance, effective risk management, and regulatory compliance in alignment with the IIA Global Internal Audit Standards and King IV principles.

**The minimum requirements are:** • A relevant bachelor's degree in Accounting/ Auditing/ Finance/ Risk Management, and/or a related field, along with a Certified Internal Auditor (CIA) qualification. Additional professional certifications such as CRMA, CA(SA), CISA, or CPA will be advantageous • A minimum of 5 years' experience in internal auditing, enterprise risk, or related assurance functions is required, including at least 3 years at management level, with proven interaction and engagement with Boards or Audit Committees • Candidates must demonstrate in-depth knowledge of: • IIA Standards and best practices • Combined assurance frameworks • Enterprise Risk Management (e.g., COSO ERM, ISO 31000) • Public Finance Management Act (PFMA), Treasury Regulations, and King IV • Governance and compliance frameworks applicable to public sector entities • Understanding of DPSA Corporate Governance of ICT Policy Framework.

**The key performance areas of this position will include, inter alia:** • Lead the development and execution of a comprehensive, risk-based rolling three-year strategic audit plan, aligned with regulatory priorities and the WCGRB's risk profile • Provide expert advice to the Audit and Risk Committee, ensuring effective governance and oversight. • Develop and implement the Internal Audit Strategy for approval by the Audit and Risk Committee, including other key internal audit policies • Oversee compliance monitoring and conduct investigations into non-compliance, fraud and irregularities • In collaboration with the Chief Risk Officer and Executive Committee, identify and manage operational, financial, legal and reputational risks to safeguard the Board's integrity • Ensure that all internal audit activities comply with the International Standards for the Professional Practice of Internal Auditing (IIA Standards), while fostering a culture of continuous learning and professional development within the audit team • Review and provide assurance on the WCGRB's Annual Financial Statements prior to submission to external auditors • Enhance audit policies and methodologies by incorporating best practices and leveraging emerging technologies to improve audit efficiency and effectiveness • Manage the internal audit function with strategic oversight and independence, including oversight of outsourced service providers to ensure quality and value • Oversee the design and implementation of a combined assurance framework, in coordination with other assurance providers, to deliver holistic, risk-based assurance to the Board. This includes reporting on the progress made in addressing internal and external audit findings to the Audit and Risk Committee • Advise the Board and executive leadership on matters of risk, governance and compliance, and support the integration of risk management into strategic planning and performance management processes • Conduct selected audits and advisory engagements independently, while cultivating a high-performance culture through mentoring, training, and ethical leadership • Prepare and present clear, timely reports to the Audit and Risk Committee, the Board, and executive management, ensuring transparent communication of audit findings and risk insights • Implement and manage a Quality Assurance and Improvement Programme (QAIP), including regular internal assessments and external quality reviews, in accordance with IIA requirements and applicable governance frameworks such as King IV and the PFMA • Monitor financial reporting, procurement compliance, and internal controls to ensure the WCGRB upholds the highest standards of integrity, accountability, and good governance.

**Remuneration: The Board offers an all-inclusive annual salary package (including a 13<sup>th</sup> cheque) negotiable between R1,059,105.00 and R1,210,971.00 per annum (Salary Level 12).**

Please apply through this link <https://bit.ly/4i746mM> or scan the QR code



**Please note that applications via email will not be accepted.**

**Closing Date: 28 November 2025**

Direct inquiries to Ms S Sixubane at [Sweetness@wcgrb.co.za](mailto:Sweetness@wcgrb.co.za)

**Correspondence will be limited to shortlisted candidates only. If you have not been contacted within four (4) weeks of the closing date, please accept that your application has been unsuccessful. The Board reserves the right not to make an appointment.**

The Board supports both employment equity and affirmative action as contained in its employment equity plan and affirmative action policies and targets and the position will be filled in accordance with the relevant plan and policies.

**The shortlisted candidates will be required to be available for competency assessment and interviews at a date and time as determined by the Board. The successful candidate must be prepared to be subjected to a probity investigation.**

*In order to consider any application for employment, we will have to process your personal information.*

*A law, known as the Protection of Personal Information Act, 4 of 2013 (POPIA) provides that when one processes another's personal information, such collection, retention, dissemination and use of that person's personal information must be done in a lawful and transparent manner.*

*In order to give effect to this right, we are under a duty to provide you with a number of details pertaining to the processing of your personal information. These details are housed under the HR Processing Notice, which can be accessed and viewed on the WCGRB website, <https://www.wcgrb.co.za/notices/> which HR Processing Notice we request you kindly download and read.*