The neXgro Group of Companies is seeking to appoint a Compliance and Risk Officer to strengthen the Company's compliance, credit risk and regulatory framework. This role will focus primarily on Credit Risk Management, FICA Compliance and National Credit Act compliance, while providing support to the Legal Department where required. This newly established position has been created to strengthen the Company's governance, compliance and risk management functions while ensuring that all credit-related activities comply with applicable legislation and internal policies.

Professional Profile

The successful candidate will be an experienced compliance and risk professional with a strong understanding of credit management, regulatory compliance and risk assessment. The individual must be highly organised, analytical and able to work independently while maintaining the highest level of confidentiality and professionalism.

Key Responsibilities

Reporting to the Head of Legal and the Head of Finance/Treasury, responsibilities will include but not limited to:

- Managing the Company's FICA compliance programme.
- Ensuring ongoing compliance with the National Credit Act.
- Conducting customer due diligence (CDD) and enhanced due diligence (EDD) processes.
- Monitoring regulatory compliance across the business.
- Identifying legal, operational and compliance risks and recommending corrective actions.
- Assisting with compliance audits and regulatory inspections.
- Developing and maintaining compliance registers.
- Reviewing and updating compliance policies and procedures.
- Providing guidance and training to staff on compliance requirements.
- Monitoring credit-related compliance and supporting the Credit Committee.
- Assisting with credit risk assessments and approval processes.
- Preparing compliance, credit risk and regulatory reports for management.
- Supporting the Legal Department with legal administration and documentation where required.
- Assisting with regulatory reporting and ad hoc compliance projects.

Desired Qualifications and Experience

The following are essential:

- A qualification in Risk Management, Compliance Management, Credit Management, Law, Finance or a related field.
- A BCom Degree will be advantageous.
- A Diploma or Certification in Anti-Money Laundering (AML), FICA Compliance or Compliance Management will be highly advantageous.
- A minimum of 3–5 years' experience in Compliance, Risk Management, Credit Control or FICA Compliance.
- Proven practical experience in FICA compliance and National Credit Act (NCA) compliance is non-negotiable.
- Previous experience in a corporate compliance, financial services, credit or legal environment is essential.

Professional and Technical Skills

- Thorough knowledge of FICA legislation and compliance requirements (non-negotiable).
- Thorough knowledge of the National Credit Act (NCA) and related credit legislation (non-negotiable).
- Strong understanding of credit risk management principles.
- Ability to identify, assess and mitigate compliance and operational risks.
- Experience conducting compliance monitoring and internal compliance reviews.
- Ability to prepare compliance reports and recommendations.
- Knowledge of regulatory reporting requirements.
- Excellent document management and record administration skills.
- Proficiency in Microsoft 365 (Word, Excel, Outlook and SharePoint).
- Experience drafting policies, procedures and compliance documentation will be advantageous.

Personal Attributes

- High level of integrity, confidentiality and professionalism.
- Strong analytical and problem-solving skills.
- Excellent attention to detail.
- Strong organisational and planning abilities.
- Ability to prioritise and meet deadlines.
- Self-motivated and proactive.
- Excellent interpersonal and communication skills.
- Ability to work independently and as part of a multidisciplinary team.

- Professional maturity and sound judgement.
- Fluency in Afrikaans and English (spoken and written) is essential, with the ability to accurately interpret, communicate and prepare business and compliance documentation in both languages.

Interested applicants should send their resumes to: recruitment@nexgro.co.za before or on **16th September 2026**. Due to the large number of applications, we receive, only shortlisted candidates will be contacted. If you have not had any response in two weeks, please consider your application unsuccessful.