



Saldanha Bay Industrial Development Zone Licencing Company SOC Ltd (trading as Freeport Saldanha) is a 3D provincial state-owned entity and operator of Freeport Saldanha Industrial Development Zone. Freeport Saldanha is focused on attracting investment in the energy and marine sectors and associated industries, and presently it is the only industrial development zone designated within a port. Freeport Saldanha's Board is seeking the following individuals:

**Position**  
**1x Independent Audit, IT and Risk Committee Member**

**Remuneration**  
Remuneration for independent committee members will be in line with National Treasury Rates.

**Purpose of position:**  
This independent, Audit, IT and Risk Committee member will provide independent oversight over the effectiveness of the organisation's assurance functions and services, the integrity of the financial statements and governance. This is an opportunity to provide expert guidance and non-executive leadership as part of a dynamic board committee.

- Requirements**
- Must be a fit and proper person.
  - Preferably a member of the Institute of Directors in South Africa (IoDSA).
  - Tertiary qualification in Accounting, Internal Auditing and Risk Management, Certified Internal Auditor (CIA) or Chartered Accountant (CA) or equivalent professional qualification in the relevant fields .
  - Proven experience as a board or committee member.
  - Knowledge in the field of auditing, risk management, finance, governance, ethics, performance management, operations, information technology, relevant financial reporting and legislative frameworks.
  - Advance knowledge of King codes and best practice corporate governance in general.
  - At least 5 years of senior/executive-level experience.
  - Independent-minded, courageous, analytical and probing capability, demonstrable knowledge of strategic and management principles and logical reasoning ability.

- Key Responsibilities:**
- Review adequacy and effectiveness of Freeport Saldanha's governance processes, risk management and internal controls, including information system, programme management and security controls, the quality of the financial and other management information produced to ensure integrity and reliability, any related significant findings and recommendation of the internal and external auditors together with management's responses thereto.
  - Examine and review the annual financial statements before final approval thereof.
  - Review compliance with all regulatory and other related requirements.
  - Review any significant incidents of a criminal or irregular nature.
  - Offer strategic oversight and expert advice in the areas of audit, IT and risks.
  - Participate in at least four committee meetings per annum.
  - Provide independent, courageous, and considerate leadership while supporting ethical business practices.

**Enquiries / Applications:**  
Interested individuals should forward their resumes (not exceeding 4 pages) and a brief cover letter outlining their qualifications to the Company Secretary, Mr Sollie Marthinus at [Sollie@freeportsaldanha.com](mailto:Sollie@freeportsaldanha.com). Shortlisted candidates will undergo an interview and vetting process.

**Closing date for applications:**  
**20 December 2024 at 12h00 (mid-day).**  
**No late applications will be accepted.**  
*If you do not receive feedback within 2 months of the closing date, please consider your application as unsuccessful.*

**Position**  
**1x Independent Human Resources and Remuneration and Social and Ethics Committee Member**

**Remuneration**  
Remuneration for independent committee members will be in line with National Treasury Rates.

**Purpose of position:**  
This Independent Member to its Human Resources and Remuneration and Social and Ethics Committee member will support and make recommendations to the Board of Directors regarding the medium to long term human resources and remuneration strategy of the Company, provide oversight over the policies and practices, and advise on the Company's strategy and operational activities relating to social and economic development, good corporate citizenship, the environment, health and public safety.

- Requirements**
- Must be a fit and proper person.
  - Preferably a member of the Institute of Directors in South Africa (IoDSA).
  - Preferably a member of a professional body such as the South African Board of People Practices.
  - Tertiary qualification in Business, Human Resources, or Ethics.
  - Proven experience as a board or committee member.
  - Expert in the field of Human Resources and or Ethics.
  - Advance knowledge of King codes and best practice corporate governance in general.
  - At least 5 years of executive-level experience.
  - Independent-minded, courageous, and able to consider a wide range of human capital and ethical issues.

- Key Responsibilities:**
- Offer strategic oversight and expert advice in the areas of human capital and social and ethics.
  - Participate in at least four committee meetings per annum, contributing to high-level governance discussions.
  - Provide independent, courageous, and considerate leadership while supporting ethical business practices.

**Enquiries / Applications:**  
Interested individuals should forward their resumes (not exceeding 4 pages) and a brief cover letter outlining their qualifications to the Company Secretary, Mr Sollie Marthinus at [Sollie@freeportsaldanha.com](mailto:Sollie@freeportsaldanha.com). Shortlisted candidates will undergo an interview and vetting process.

**Closing date for applications:**  
**20 December 2024 at 12h00 (mid-day).**  
**No late applications will be accepted.**  
*If you do not receive feedback by 30 November 2024, please consider your application unsuccessful.*

**Position**  
**1x Non-Executive Director**

**Remuneration**  
Non-Executive Director are remunerated for services rendered and reimbursed for all reasonable expenses incurred in attending meetings.

**Purpose of position:**  
This Non-Executive Director will entail shaping the strategic direction of the Freeport Saldanha, ensuring sound governance, fiduciary and strategic oversight and direction towards Freeport Saldanha becoming a catalyst for economic development, transformation and social upliftment in the West Coast region and the Country.

- Requirements**
- Must be a fit and proper person.
  - Preferably a member of the Institute of Directors in South Africa (IoDSA).
  - Proven experience as a board or committee member.
  - Tertiary qualification in Business
  - Advance knowledge of King codes and best practice corporate governance in general.
  - At least 5 years of senior/executive-level experience.
  - Independent-minded, courageous, analytical and probing capability, demonstrable knowledge of strategic and management principles and logical reasoning ability.

- Key Responsibilities:**
- Strategic oversight.
  - Governance.
  - Financial Stewardship.
  - Stakeholder engagement.
  - Participate in Board committee work as assigned.
  - Attend and participate in four Board meetings for the year.
  - Attend and participate in Board Committee meetings (four meetings per year per Board Committee).
  - Provide independent, courageous, and considerate leadership.

**Enquiries / Applications:**  
Interested individuals should forward their resumes (not exceeding 4 pages) and a brief cover letter outlining their qualifications to the Company Secretary, Mr Sollie Marthinus at [Sollie@freeportsaldanha.com](mailto:Sollie@freeportsaldanha.com). Shortlisted candidates will undergo an interview and vetting process.

**Closing date for applications:**  
**20 December 2024 at 12h00 (mid-day).**  
**No late applications will be accepted.**  
*If you do not receive feedback within 2 months of the closing date, please consider your application as unsuccessful.*

**Position**  
Call for nominations to serve on the Saldanha Bay IDZ Licencing Company SOC Ltd's Board.  
**1x Non-Executive Director representing the Saldanha Bay broader business sector**

**Remuneration**  
Non-Executive Director are remunerated for services rendered and reimbursed for all reasonable expenses incurred in attending meetings.

**Purpose of position:**  
This Non-Executive Director, will play a crucial role in shaping the strategic direction of the Freeport Saldanha, ensuring sound governance, fiduciary and strategic oversight and direction towards Freeport Saldanha becoming a catalyst for economic development, transformation and social upliftment in the West Coast region and the Country.

- Requirements**
- Must be a fit and proper person.
  - Must be in good standing within the community.
  - Must be a resident of the Saldanha Bay Municipal area.
  - Proven experience as a board or committee member.
  - Knowledge of King codes and best practice corporate governance in general.
  - At least 5 years of senior/executive-level experience.
  - Independent-minded, courageous, analytical and probing capability, demonstrable knowledge of strategic and management principles and logical reasoning ability.
  - Not been declared insolvent by a competent court.
  - Not be a person who has been declared of unsound mind by a competent court.
  - Should not have been convicted of an offence and sentenced to imprisonment without the option of a fine for an offence involving theft, fraud, forgery, perjury, or any form of misrepresentation or for any other offence listed in the Companies Act, 2008.
  - Not be a person who has been removed from any office of trust on account of misconduct involving dishonesty.

- Key Responsibilities:**
- Strategic oversight.
  - Governance.
  - Financial Stewardship.
  - Stakeholder engagement.
  - Participate in Board committee work as assigned.
  - Attend and participate in four Board meetings for the year.
  - Attend and participate in Board Committee meetings (four meetings per year per Board Committee).
  - Provide independent, courageous, and considerate leadership.

**Process**  
The following documents are required for the nominations:

- A signed letter from the interested party making the nomination including the following details:
  - o Name, residential and postal address, and telephone number of the nominator.
  - o Reasons why the nominee is considered to be a fit and proper person to be appointed as a member of the Board.
- A signed letter from the nominated candidate including the following details:
  - o The name, residential and postal address and telephone number of the nominated candidate.
  - o Accepted nomination.
- A complete and detailed Curriculum Vitae including qualifications, knowledge and experience of the nominated candidate.

**Enquiries / Applications:**  
Nominations must be sent to [Sollie@freeportsaldanha.com](mailto:Sollie@freeportsaldanha.com). Shortlisted candidates will undergo an interview and vetting process.

**Closing date for applications:**  
**20 December 2024 at 12h00 (mid-day).**  
**No late applications will be accepted.**  
*If you do not receive feedback within 2 months of the closing date, please consider your application as unsuccessful.*