

CV

Sibonelo Cyril Madiba CA(SA), M.Inst.D

Personal Details

Preferred Name: Cyril
Date of Birth: 11 February 1987
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Profile Statement

Cyril Madiba is a CA(SA) with 9 years' experience in the banking and financial services industry across auditing, investment banking, finance and change. This includes international secondments to Boston and Chennai, the latter where he developed and delivered a month-long training programme for colleagues. After spending 4 and a half years at PwC's banking assurance unit, where he completed his 3 year articles, Cyril joined Absa in 2013 as a Product Controller in CIB's Barclays Product Control team which focused on offshore desks based in the UK and US.

A graduate of Absa's Corporate and Investment Banking talent programme, Cyril has played an instrumental role in pivotal projects such as the Absa/Barclays separation programme. In his role as Senior Finance Specialist within Financial Control focused on Retail and Business Banking, he made key contributions towards the strengthening of the control environment. Cyril also holds a Harvard Business School certificate on Entrepreneurship in Emerging Economies and is a certified life coach. Cyril is a member of the Institute of Directors South Africa.

He is currently the Head of Commercial Asset Finance (CAF) for Absa's CIB segment across the South African regions.

A published author of 3 books, Cyril is involved in initiatives and organisations that aid the development of others in particular the youth. He is a board member at the National Student Financial Aid Scheme (NSFAS), chairperson of the Cyril Ramaphosa Education Trust Advisory Board and a former board member at the Youth Managers Foundation (YMF). He has also founded his own philanthropic organisations to aid career and personal development for students, unemployed graduates and young professionals. He was recognized as one of the South African Institute of Chartered Accountants' Top 35 under 35 finalists in 2020, and by Mail & Guardian as a Top 200 Young South African in 2021.

Cyril's mission is to positively impact society such that the lives of others are improved.

Accomplishments/Highlights

- Mail & Guardian Top 200 Young South Africans 2021
- SAICA Top 35 under 35 2020 Finalist
- Community Builder Nominee at Raising Legends Awards 2021
- Published Author of 3 books
- Founder at The Growth Switch and Cyril Madiba Empowerment Foundation
- Cyril Ramaphosa Education Trust Scholarship in 2005, and Chairperson of the Advisory Board since 2019
- Absa Corporate and Investment Banking Talent High Potential (HiPo) 2016 Programme Graduate
- Developed programme and trained colleagues in India on Product Control for a month in November 2016
- Short term secondment to Boston (USA) in 2012
- Dean's commendation award at University of KwaZulu-Natal (UKZN)
- First attempt passes for matric, university degrees and chartered accountant qualification exams

Qualifications

- B Com Accounting Degree: University of KwaZulu-Natal (2007)
- B Com Accounting Honours Degree: University of KwaZulu-Natal (2008)
- CA Qualifying Exam (QE) 1: South African Institute of Chartered Accountants (2009)
- CA Qualifying Exam (QE) 2: Independent Regulatory Board of Auditors (2010)
- Qualified Chartered Accountant: South African Institute of Chartered Accountants (2011)
- Online Course (Entrepreneurship in Emerging Economies) Harvard Business School (2020)
- Certified Life Coach Achology (2020)

Professional Associations

South African Institute of Chartered Accountants (Membership Number: 20018452)
Association for the Advancement of Black Accountants of Southern Africa (ABASA)
Institute of Directors South Africa (Membership Number: 68342068)

Mentorship, Coaching, Advisory and Board Experience

Organisation: Cyril Madiba Empowerment Foundation NPC (CMEF)

Period: Apr 2021 - Present

Role: Founder and Chief Executive Officer

Industry: Youth Development (Non-Profit)

Skills obtained and duties performed: Research, content creation and packaging, presenting, public speaking, marketing and social media management, mentorship, stakeholder management, financial management, strategy, product development

Organisation: The National Student Financial Aid Scheme (NSFAS)

Period: Jan 2021 - Present

Role: Non-Executive Board Member (as appointed by the Minister of Higher Education and Training)

Industry: National Government – Department of Higher Education and Training

Skills obtained and duties: Decision making, influence, emotional intelligence, strategy, human resources management, financial management, finance, stakeholder management

Organisation: Youth Managers Foundation NPC (YMF)

Period: Nov 2020 – Oct 2021

Role: Non-Executive Board Member

Industry: Youth Development (Non-Profit)

Skills obtained and duties: Decision making, influence, emotional intelligence, strategy, human resources management, financial management, finance, stakeholder management

Organisation: Endunamoo School of Accounting

Period: Jun 2020 - Present

Role: Mentor to Aspiring CA(SA)s (CTA, ITC and APC candidates)

Industry: Accounting Education

Skills obtained and duties performed: Coaching, one on one mentoring, motivational talks, stakeholder management

Organisation: The Growth Switch

Period: Feb 2020 - Present

Role: Founder and CEO

Industry: Youth Development, Education and Coaching

Skills obtained and duties performed: Research, content creation and packaging, presenting, public speaking, marketing and social media management, one on one mentoring and coaching, stakeholder management, financial management, strategy, product development, pricing

Publisher: Amazon.com

Period: Jan 2020 - Present

Role: Published Book Author

Books Published: I'm Not Supposed To Be Here First and Second Series; Activating Your Growth Switch

Industry: Personal Development (Self-Help, Motivational, Inspirational)

Skills obtained and duties performed: Research, outline creation, manuscript writing, book cover creation, publishing, marketing, pricing, royalties, distribution

Organisation: Cyril Ramaphosa Foundation

Period: Nov 2019 - Present

Role: Chairperson - Cyril Ramaphosa Education Trust (CRET) Advisory Board

Additional Role: Mentor for CRET students (since Aug 2019)

Industry: Non-Governmental Organisation

Skills obtained and duties performed: Strategic direction of Alumni and functioning of advisory board, administrative functions, compiling official communications between CRET and Alumni, motivational talks, public speaking, presenting, one on one mentoring, coaching, fund raising, stakeholder management

Employment – Business Experience

Employer: Absa Group Limited (Johannesburg)

Period: Sep 2021 – Present

Role: Head – Commercial Asset Finance (CIB South Africa region)

Reporting to: Head of Lending – Relationship Banking

Divisions/Areas Covered: Corporate and Investment Banking

Industry: Banking and Financial Services

Skills obtained and duties performed:

- Commercial Management
- Product Management
- Collaborating and relationship building (clients and stakeholders)
- Financial planning and sales performance
- End to end service model of the clients
- Optimal and compliant control environment management
- Building an sustaining a culture that aligns to the aspirational colleague experience

Employment – Group Finance Experience

Employer: Absa Group Limited (Johannesburg)

Period: Jun 2019 – Aug 2021

Role: Senior Finance Specialist - Financial Control (FC)

Reporting to: Head - Retail and Business Banking (RBB) Financial Control

Divisions/Areas Covered: Retail and Business Banking (RBB) Card Division (Issuing and Acquiring)

Industry: Banking and Financial Services

Reason for leaving role: To pursue opportunity in the frontline business in line with career aspirations

Skills obtained and duties performed:

- Problem identification and resolution
- Card product and environment knowledge
- Understanding of financial reporting processes and related controls
- Identifying control gaps/weaknesses and the required change initiatives
- Review analysis of the balance sheet and income statement with business units
- Review financial reports, special data analysis, ad hoc information reports and legal entity financial statements
- Monitor the operating effectiveness of the financial reporting governance framework in the business unit
- Monthly balance sheet substantiation and attestation, with risk items flagged accordingly
- Financial reporting risk committee meetings with business unit CFO
- Financial Reporting Key Risk Indicators understanding and reporting
- Compliance with IFRS, auditing and tax regulations
- Managing multiple internal and external stakeholders
- Assisting the Head of FC in continuously evaluating the control framework and enhance as appropriate
- Ad hoc reporting to regulators, e.g. National Credit Regulator
- Project management
- Challenging existing processes and controls ensuring best practice across finance
- Performance under pressure
- Communicating at all levels of the organisation
- Mentor to colleagues as part of the Financial Control Mentorship Programme

Employment – Change Reporting Experience

Employer: Barclays Africa Group Limited, thereafter renamed Absa Group Limited (Johannesburg)

Period: May 2018 - May 2019

Role: Manager - Separation Change Programme Regulatory and Executive Engagement

Reporting to: Head - Regulatory and Executive Engagement

Deliverables/Forums: Group Change Committee (Group Exco), Change Execution Council (Joint Governance with Barclays PLC), Exco Update Reports, Half-year and Year-end Separation Booklet, Balanced Scorecard, Full Regulatory Deconsolidation.

Industry: Banking and Financial Services

Reason for leaving role: Separation project winding down

Skills obtained and duties performed:

- Problem identification and resolution
- Adaptability
- Managing and influencing multiple stakeholders including Barclays and senior programme executives
- Conflict resolution and management
- Collaboration
- Performance under pressure
- Deliverables management and prioritisation
- Secretariat services for Exco and governance forums (meeting bookings, agenda setting, meeting minutes, action items tracker)
- Coaching
- Communicating at all levels of the organisation
- Process innovation
- Managing timelines and deadlines
- Full Regulatory Deconsolidation impact understanding and actions tracking
- Communicating input requirements and tracking the quality of submissions

Employment – Group Finance Experience

Employer: Barclays Africa Group Limited (BAGL - Johannesburg)

Period: May 2017 - Apr 2018

Role: Senior Balance Sheet Controller

Reporting to: Head of Balance Sheet Control

Divisions/Areas Covered: Head Office (BAGL owned entities), Intercompany/Interdivisional eliminations, Enterprise Functions (centralised bank cost centres), Barclays Africa/Barclays Plc separation cost centre.

Industry: Banking and Financial Services

Reason for leaving role: Approached to play a key role in the Separation programme, the only programme of its kind on the African continent

Skills obtained and duties performed:

- Problem identification and resolution
- Understanding of financial reporting processes and related controls
- Identifying control gaps/weaknesses and the required change initiatives
- Challenging and analysis of the balance sheet numbers with business units
- Embedding the financial reporting governance framework across different business units
- Balance sheet substantiation and attestation, with risk items flagged accordingly
- Balance Sheet analytics and commentary on MoM, QoQ and YoY movements
- Financial reporting control meetings with business unit CFOs
- Financial Reporting Key Risk Indicators understanding and reporting
- Managing multiple stakeholders

Employment – Investment Banking Finance Experience

Employer: Barclays Bank Plc (Johannesburg)

Period: Sep 2014 - Apr 2017

Role: Senior Product Controller

Reporting to: Line Product Control Manager and Head of Product Control (Onshore and Offshore)

Trade Desk Products: USD Interest Rate Swaps, GBP Interest Rate Swaps, GBP Government Bonds, USD Cross Currency Swaps, Supra Sovereign Agencies Bonds, European Commercial Paper, EUR Government Bonds, EUR Swaps, SEK/CHF Bonds and Swaps.

Industry: Banking and Financial Services

Reason for leaving role: Redundancy - Roles in division moved to India

Skills obtained and duties performed:

- Conflict resolution and management
- Financial products and markets understanding
- Managing relationships with the trade desk and other stakeholders
- Team management and coaching (2 - 7 direct reports)
- Problem identification and resolution
- Managing the development of team members and performance, including career guidance, mentorship and regular catch-ups
- Performance under pressure
- Month end reporting, including general ledger P&L reconciliations, balance sheet commentary, adjustments and balance sheet inventory reconciliations reviews with Product Control directors
- Balance sheet commentary
- P&L (Profit & Loss) reporting, analysis, attribution and commentary
- Interviewing potential candidates to fill vacancies in the team
- Driving team strategy including succession planning, work allocation balance, process innovation, key decision making
- Review work of direct reports

Employer: Barclays Bank Plc (Johannesburg)
Period: Jul 2013 - Aug 2014
Role: Junior Product Controller
Reporting to: Senior Product Controller
Trade Desk Products: USD Interest Rate Swaps
Industry: Banking and Financial Services
Reason for leaving role: Promotion to Senior Product Controller
Skills obtained and duties performed:

- Conflict resolution and management
- Financial products and markets understanding
- Adaptability
- Relationship building and management with trade desk, team members and other stakeholders
- Coaching
- P&L (Profit & Loss) reporting, analysis, attribution and commentary
- Balance sheet commentary
- Decision making
- Process innovation
- Problem identification and resolution
- Systems and trade flow understanding
- Data manipulation
- Performance under pressure

Employment – Audit Experience

Employer: PriceWaterhouseCoopers (Johannesburg)
Period: Jan 2012 - Jun 2013
Role: Senior Associate/Assistant Manager
Reporting to: Audit Manager/Audit Partner
Clients: John Hancock Pool Funds (Boston, USA), State Street Global Advisors Pool Funds (Boston, USA), Bravura Equity Services (South Africa), Standard Bank Group (South Africa, listed on the JSE), Kagiso Tiso Holdings (South Africa)
Industry: Audit - Banking and Financial Services
Reason for leaving role: To pursue banking and financial services career opportunities
Skills obtained and duties performed:

- Adaptability
- Team management and coaching (2 - 6 direct reports)
- Project management
- Collaboration
- Review of work performed by less experienced staff
- Report writing
- Conflict resolution and management
- Deadline management
- Performance feedback and appraisal of less experienced staff
- Client management
- Decision making
- Problem identification and resolution
- Performance under pressure
- Budget negotiation, tracking and management

Employer: PriceWaterhouseCoopers (Johannesburg)
Period: Jan 2009 - Dec 2011
Role: Trainee Accountant
Reporting to: Audit Manager
Clients: Standard Bank Corporate and Investment Banking Bonds Trading Desk, Standard Bank Group (JSE listed), Kagiso Trust Investments (Pty) Ltd, Computershare South Africa (Pty) Ltd (a Central Security Depository Participant), AFGRI Financial Services, ABSA Asset and Vehicle Finance Division, ABSA Sarbanes-Oxley Compliance
Industry: Audit - Banking and Financial Services
Reason for leaving role: End of 3 year training contract, and promotion to Assistant Manager
Skills obtained and duties performed:

- Understanding of trading process from deal initiation to settlement
- Client interaction, relationship building and management
- Coaching
- Project management (planning, performance, completion)
- Team budget management
- Business process understanding
- Review of work performed by less experienced team members
- Understanding of banking sector
- Workload management
- Team management
- Financial statement review
- Collaboration

- Understanding of deal structuring
- Risk identification
- Strate Limited (JSE entity) rules compliance
- Transformation dynamics management

References

Available on request.