

JOB ADVERTISEMENT

Lead: Education

JOB TITLE	Lead: Education
JOB GRADE	D4
DEPARTMENT	Capabilities and Endorsements Accountant of the Future
LOCATION	Johannesburg
CONTRACT TYPE	Permanent

Are you determined to go further as a Difference Maker? SAICA has a perfect opportunity to take you further on your journey of being a Difference Maker.

SAICA has embarked on an exciting transformation to become an insights-driven, technology-enabled, and AI-powered organisation. As part of our journey, we are streamlining processes, enhancing our digital capabilities, and strengthening our focus on sustainability in the accounting profession. This transformation presents an opportunity for you to grow and contribute to SAICA's vision in a redefined, future-fit role. We are looking for passionate, skilled professionals who are eager to innovate, embrace data-driven decision-making, and help shape the future of the profession.

If you are ready to be part of this next chapter, make a meaningful impact, and you are a suitably qualified and experienced Difference Maker wanting to go further on this exciting journey, you are encouraged to apply.

Purpose of the job

The Lead: Education is responsible for the strategic and operational management of SAICA's education framework, ensuring that the professional qualification pathways remain relevant, globally competitive, and aligned with the evolving needs of the profession. This role oversees the development, implementation, and continuous improvement of SAICA's education policies, accreditation processes, and competency frameworks. The Lead: Education also leverages AI-driven insights and data analytics to inform decision-making and improve education delivery. Reporting to the Head of Accountants of the Future within the Capabilities and Endorsements department, the role plays a critical part in shaping the future of accounting education in South Africa and beyond.

Key/main outputs

Output 1: Development and Oversight of SAICA's Education Framework

- Lead the development, review, and enhancement of SAICA's competency frameworks, ensuring alignment with international best practices
- Oversee the design and implementation of SAICA's education policies to support aspiring accountants
- Ensure that SAICA's professional qualification pathways remain robust, innovative, and responsive to industry demands
- Collaborate with stakeholders to integrate emerging trends, such as sustainability, digital finance, artificial intelligence, and blockchain, into the education framework



- Utilise AI-driven insights and predictive analytics to assess competency gaps and forecast future educational needs

Output 2: Accreditation and Quality Assurance of Education Providers

- Develop and maintain SAICA's accreditation policies for universities, training offices, and other education providers
- Conduct periodic reviews and evaluations of accredited institutions to ensure compliance with SAICA's education and training standards
- Provide guidance and support to education providers in achieving and maintaining accreditation
- Leverage data analytics and AI tools to monitor trends in accreditation and identify areas for improvement
- Implement digital and AI-assisted assessment methodologies to enhance the accreditation process

Output 3: Research, Policy Development, and Thought Leadership

- Conduct research on global and local trends in accounting education, including AI-driven adaptive learning, competency-based learning, and alternative qualification pathways
- Develop policies to support the evolution of SAICA's education programs, integrating digital learning tools and AI-driven personalised learning experiences
- Represent SAICA in international forums and working groups on education and professional qualification matters
- Publish thought leadership pieces and insights on AI's role in education and professional learning
Use data analytics to track educational outcomes and recommend evidence-based improvements

Output 4: Stakeholder Engagement and Advocacy

- Engage with universities, regulators, government agencies, and industry leaders to advocate for the advancement of accounting education.
- Maintain strong relationships with international professional accounting organizations to promote alignment and reciprocity.
- Provide guidance to SAICA members, trainees, and firms on education-related matters.
- Represent SAICA on education-related committees, panels, and working groups.
- Use AI-powered engagement platforms to enhance collaboration and stakeholder insights.
- Implement AI-driven tools to enhance communication with stakeholders. These tools can help in drafting personalised messages, scheduling meetings, and even predicting stakeholder responses based on historical data

Output 5 Management of the Education Team and Operational Efficiency

- Lead and mentor the education team to ensure high performance and continuous professional development
- Manage projects related to education policy implementation, accreditation, and stakeholder engagement
- Ensure effective administration of SAICA's education programs
- Prepare reports and strategic recommendations for SAICA leadership
- Implement AI-driven workflow automation and decision-support systems to enhance operational efficiency

Output 6: Embrace and drive organisational transformation

- Actively contribute to cost containment efforts by identifying opportunities for operational efficiencies, optimising resources, and ensuring value-driven decision-making in daily activities.

- Support SAICA’s transformation into an insights-driven organisation by leveraging data and analytics to enhance decision-making, improve processes, and drive continuous improvement in your area of work
- Effectively utilise digital tools and technology to enhance productivity, streamline workflows, and improve service delivery. Stay informed about new and emerging technologies relevant to your role
- Adopt and embrace AI-driven tools and automation to enhance efficiency, accuracy, and effectiveness in job-related tasks, while continuously seeking opportunities to improve processes through innovative technology solutions
- Identify and support SAICA’s management of risks related to sustainability, including environmental risks, regulatory changes and social risks and integrating them into business continuity and risk management plans

Qualifications and Experience

Formal Education	<ul style="list-style-type: none"> • Bachelor’s degree in Accounting, Education, or a related field. • A postgraduate qualification in Education, Accounting, or Policy Development is preferred
Technical/ Legal Certification	<ul style="list-style-type: none"> • CA(SA) designation is advantageous but not mandatory. • Certification in education policy, accreditation, or professional development is beneficial.
Experience	<ul style="list-style-type: none"> • Minimum of 8 years of experience in accounting education, accreditation, or curriculum development. • Strong background in managing education frameworks and stakeholder engagement. • Experience in policy development, research, and quality assurance in an educational or professional setting. • Experience in AI-driven decision-making and data analytics in education is an advantage

Knowledge and Skills

- Education - Deep understanding of professional accounting education frameworks and competency models
- Industry Trends - Awareness of emerging trends, including sustainability and digital transformation in accounting
- Insights and Analytics - Insights and analytics for continuous learning and development program improvement.
- Business Acumen - Knowledge and understanding of the principles of business, the application thereof, the opportunities within business and the seizure of such opportunities
- Financial Knowledge - Financial and operational planning skills for managing budgets and resources
- Performance and Talent management - Understanding performance and talent management policies and procedures
- HR policy and procedures - Understanding HR policies and procedures to support people management processes

- Information Technology - Understanding of ICT prescribed practices and legislative requirements for data security and information management
- Governance and Compliance - Ability to understand, implement and follow governance and compliance procedures

Location of the job

This job is located at the SAICA Offices in Johannesburg.

Detailed CV to be sent to : recruitment2@saica.co.za

Closing date : 19 June 2026

No late applications will be accepted. Only shortlisted candidates will be contacted. Should you have not heard from us within two weeks after closing date, kindly consider your application unsuccessful.