

# Cyril Madiba

CA(SA), M.Inst.D

Youth Development and Engagement

Monitoring, Evaluation and Learning

Strategic Leadership and Oversight



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A strategic and highly analytical executive committed to direct mentorship and support to partners within youth-led and youth-serving organisations. Provide technical oversight and knowledge-sharing regarding youth economic empowerment that positions the organisation to reach and benefit an increasing share of young people across South Africa. Promote a culture of innovation, collaboration and continuous improvement for professional growth and team development. Leverage success in managing various business operations coupled with an in-depth understanding of corporate finances and performance measurements. Focused on establishing and implementing visionary business strategies to drive individuals to achieve peak performance and outperform corporate objectives.

## KEY SKILLS

- Business Strategy and Partnerships
- Youth Development and Engagement
- Coaching and Mentoring
- Risk and Financial Oversight
- Drive Growth and Market Share
- Project Management and Instructional Strategy
- Programme Leadership and Supervision
- Communication and Collaboration
- Critical Thinking and Decision-making
- Analytical Problem-solving and Sound Judgement
- Growth Mindset

## Notable career highlights:

- Non-Executive Director on various Boards.
- Directed a team of 11 Sales Specialists and analysed business initiatives leading to 20% increase in sales production.
- Led the turnaround of a disgruntled employee into a high performer who got promoted to a management position.
- Recognised by SAICA as Top 35 under 35 Finalist 2020.
- Mail & Guardian Top 200 Young South African.

## BOARD AND COMMITTEE EXPERIENCE

**South African Institute of Chartered Accountants (SAICA), South Africa** | May 2022 to Present

*Non-Executive Board Member*

- Member of the Digital Transformation Governance (DTGC) and Social Ethics and Transformation (SETCo) Subcommittees.
- Chairperson of SETCo since June 2024.
- Provide strategic direction, including proposals on priorities, risk mitigation, values and standards, etc.

**Adopt-a-School Foundation, South Africa** | August 2022 to March 2024

*Member of the Finance, Audit and Risk Board Subcommittee*

- Contribute to providing long-term audit, risk and financial oversight for the organisation.

**The National Student Financial Aid Scheme (NSFAS), South Africa** | January 2021 to March 2024

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

- Member of the Information, Communication and Technology (ICT) Subcommittee. (Chairperson since December 2023)
- Member of the Board Committee on Student Accommodation.
- Promote the organisation's values.
- Provide strategic direction, including proposals on priorities, risk mitigation, values and standards, etc.

**Cyril Ramaphosa Foundation (CRF), South Africa** | November 2019 to September 2022

*Chairperson: Cyril Ramaphosa Education Trust (CRET) Advisory Board*

- Mentored CRET students.
- Provided strategic direction to Alumni and functioning of the Advisory Board, including administrative functions, communications between CRET and Alumni, motivational talks, public speaking and presentations, mentoring and coaching, fundraising and stakeholder management.

**Youth Managers Foundation NPC (YMF), South Africa** | November 2020 to October 2021

*Non-Executive Board Member*

- Provided strategic advisory to the organisation regarding HR, finances, stakeholders, etc.
- Developed strategic initiatives to ensure the attainment of set objectives.

## EDUCATION

### Master of Business Administration (MBA) 2023

Management College of Southern Africa  
(MANCOSA), South Africa

### Qualified Chartered Accountant (SA) 2011

South African Institute of Chartered Accountants  
(SAICA), South Africa

### CA Qualifying Exam (QE) 2 2010

Independent Regulatory Board of Auditors (IRBA),  
South Africa

### CA Qualifying Exam (QE) 1 2009

South African Institute of Chartered Accountants  
(SAICA), South Africa

### Bachelor of Commerce (BCom) Honours in Accounting 2008

University of KwaZulu-Natal, South Africa

### Bachelor of Commerce (BCom) in Accounting 2007

University of KwaZulu-Natal, South Africa

## PROFESSIONAL DEVELOPMENT

### Entrepreneurship in Emerging Economies 2020

Harvard Business School

### Certified Life Coach 2020

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## ADDITIONAL EXPERIENCE

### The Native Family Group (Pty) Ltd, South Africa | June 2023 to Present *Co-Founder*

- Establish the company's mission and vision.
- Full management of the financial and operational functions.
- Manage stakeholder relationships.
- Develop and implement strategies focused on business growth and continuity.
- Oversee product development, pricing strategies and supply management.

### The Native Kitchen (Pty) Ltd, South Africa | June 2023 to Present *Co-Founder*

- Establish the company's mission and vision.
- Full management of the financial and operational functions.
- Manage stakeholder relationships.
- Develop and implement strategies focused on business growth and continuity.
- Oversee product development, pricing strategies and supply management.

### The Native Publishing Company (Pty) Ltd, South Africa | November 2021 to Present *Co-Founder*

- Establish the company's mission and vision.
- Full management of the financial and operational functions.
- Manage stakeholder relationships.
- Develop and implement strategies focused on business growth and continuity.
- Oversee product development, pricing strategies and supply management.

### The Native Farm (Pty) Ltd, South Africa | September 2021 to Present *Co-founder*

- Establish the company's mission and vision.
- Perform research and create content and packaging.
- Mentor and coach individuals.

### Cyril Madiba Empowerment Foundation NPC (CMEF), South Africa | April 2021 to Present *Founder and Managing Director*

- Establish the company's mission and vision.
- Perform research and create content and packaging.
- Mentor and coach individuals.
- Provide strategic direction regarding finance, product development and pricing.

### Endunamoo School of Accounting, South Africa | June 2020 to May 2022 *Mentor*

- Delivered coaching, one-on-one mentoring and motivational talks to aspiring Chartered Accountants (CTA, ITC and APC candidates).

## PROFESSIONAL MEMBERSHIPS

**South African Institute of Chartered Accountants**  
*Qualified Chartered Accountant (Number: 20018452)*

**Association for the Advancement of Black Accountants of Southern Africa (ABASA)**  
*Member*

**Institute of Directors South Africa**  
*Member (Number: 68342068)*

**The Growth Switch (Pty) Ltd, South Africa** | February 2020 to Present  
*Founder and Managing Director*

- Establish the company's mission and vision.
- Perform research and create content and packaging.
- Mentor and coach individuals.
- Provide strategic direction regarding finance, product development and pricing.

## PROFESSIONAL WORK EXPERIENCE

**Cyril Ramaphosa Foundation** | March 2024 to Present  
*Chief Financial Officer*

- Provide input into the Foundation's strategy.
- Develop and implement the Finance strategy aligned to the Foundation's overall strategy.
- Provide strategic financial advice to the Foundation and its subsidiaries.
- Financial management of The Foundation and its subsidiaries including budgeting, cash flow, cost containment, audit and payroll.
- Ensure sound financial controls and processes are in place to manage and mitigate the financial risk to the Foundation.
- Compilation of financial reports in accordance with acceptable financial standards and practices.
- Lead all people management aspects for the Finance function including performance management, talent management and fostering a high performance culture.

**Absa Group Limited, South Africa** | September 2021 to July 2023  
*Head: Commercial Asset Finance (CIB South African Region)*

- Manage a staff complement of 11 direct reports nationally.
- Add +-ZAR4.3 billion to the balance sheet and ZAR140 million to the income statement annually.
- Direct product and commercial management functions.
- Lead financial planning and sales performance.
- Manage end-to-end client service models.
- Manage a compliance control environment.
- Build and maintain a culture of team collaboration and objective achievement.

**Senior Finance Specialist: Financial Control (FC)** | June 2019 to August 2021

- Mentored colleagues as part of the Financial Control Mentorship Programme.
- Oversaw financial reporting processes and related controls.
- Identified control gaps/weaknesses and the required change initiatives.
- Analysed the balance sheet and income statement with business units.
- Reviewed financial reports, special data analysis, ad hoc information reports and legal entity financial statements.
- Monitored the operating effectiveness of the financial reporting governance framework within the assigned business unit.
- Prepared financial reports for the Risk Committee meetings with the business unit Chief Financial Officer (CFO).
- Ensured compliance with IFRS, auditing and tax regulations.

## TECHNICAL KNOWLEDGE

- Microsoft Office: Outlook, Word, PowerPoint, Excel

- Assisted the Head of Financial Control in continuously evaluating and enhancing the control framework.
- Compiled ad hoc reporting to regulators.
- Challenged existing processes and controls.

### **Barclays Africa Group Limited, South Africa** | May 2018 to May 2019 *Manager: Separation Change Programme Regulatory and Executive Engagement*

- Member of the Group Change Committee (Group EXCO) and Change Execution Council (Joint Governance with Barclays Plc) responsible for Executive Committee (EXCO) update reports, half-year and year-end Separation Booklet, Balanced Scorecard and full regulatory deconsolidation.
- Managed and collaborated with various internal and external stakeholders across the business.
- Managed and resolved internal conflict.
- Performed secretariat services for the Executive Committee (EXCO) and Governance Forums.
- Full Regulatory Deconsolidation impact understanding and action tracking.
- Communicated input requirements and tracked quality submissions.

## PREVIOUS WORK EXPERIENCE

### **Barclays Africa Group Limited, South Africa** | May 2017 to April 2018 *Senior Balance Sheet Controller*

### **Barclays Bank Plc, South Africa** | September 2014 to April 2017 *Senior Product Controller*

### **Barclays Bank Plc, South Africa** | July 2013 to August 2014 *Junior Product Controller*

### **PwC, South Africa** | January 2012 to June 2013 *Senior Associate/Assistant Manager*

### **PwC, South Africa** | January 2009 to December 2011 *Trainee Accountant*