



DEPUTY PRINCIPAL OFFICER / CHIEF OPERATING OFFICER

Reference: RF-DPO-COO-2026 | Menlyn, Pretoria

Closing Date: 10 August 2026

ABOUT OUR CLIENT

The Private Security Sector Provident Fund (PSSPF) is a well-established retirement fund providing provident fund services to its members across South Africa. The organisation is currently implementing a new approved organisational structure and seeks to appoint an experienced and dynamic operations leader to this senior position.

ABOUT THE ROLE

The Deputy Principal Officer / Chief Operating Officer is a senior leadership role responsible for the overall day-to-day operational management of the PSSPF. The successful candidate will report directly to the Principal Executive Officer and will act in the PEO's capacity during periods of absence. This role plays a critical part in ensuring the PSSPF operates in full compliance with applicable legislation while delivering on its strategic objectives and member service commitments.

MINIMUM REQUIREMENTS

- Relevant postgraduate qualification (NQF 8 or above) in Finance, Business Management, Law or a related field
- Minimum 10 years' experience within the retirement funds industry — this is a hard minimum requirement
- Proven track record in retirement fund governance, administration, operations and regulatory compliance
- Demonstrated leadership and people management capability at a senior level
- Sound knowledge of the Pension Funds Act, the Financial Sector Regulation Act and applicable retirement fund legislation
- Experience engaging with the FSCA and other regulatory bodies
- Strong stakeholder management and communication skills

KEY RESPONSIBILITIES

- Provide strategic operational leadership across all functional areas of the PSSPF
- Act as Principal Executive Officer in the PEO's absence
- Oversee fund administration, financial management, compliance and member service delivery
- Drive operational efficiency, risk management and service delivery standards
- Provide strategic input to the Board of Trustees and relevant sub-committees
- Ensure full regulatory compliance across all operations
- Lead and develop the management team

HOW TO APPLY

Submit your CV and a concise covering letter to: anthea.rogers@fempower.co.za

Subject line: RF-DPO-COO-2026

Correspondence will be limited to shortlisted candidates only. Should you not receive a response within 4 weeks of the closing date, please consider your application unsuccessful. The PSSPF reserves the right not to make an appointment.

*Appointments will be made in accordance with the PSSPF's Employment Equity plan and the organisation is committed to the principles of employment equity. Applications from previously disadvantaged individuals are encouraged.
Recruitment managed by Fempower Personnel (Pty) Ltd on behalf of the Private Security Sector Provident Fund.*