



# VACANCY ANNOUNCEMENT

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| <b>Job Title</b>      | General Manager – Technical and Compliance |
| <b>Reports</b>        | Chief Executive Officer                    |
| <b>Direct Reports</b> | Two (2)                                    |
| <b>Company</b>        | CNG Holdings                               |
| <b>Location</b>       | Johannesburg                               |
| <b>Closing Date</b>   | 24 April 2026                              |

## Job Purpose and Summary

The General Manager – Technical and Compliance is responsible for ensuring the company adheres to legal standards and in-house policies. Enforcing regulations in all aspects and levels of business as well as providing guidance on compliance matters.

Developing and implementing health and safety plans, enforcing policies, assessing risk, and ensuring compliance with legal guidelines. Conduct training, investigate incidents, and provide recommendations for improvement, aiming to create a safe and compliant workplace environment.

## Main Responsibilities

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| <b>Strategy and business processes</b> | <ul style="list-style-type: none"> <li>▪ Develop and oversee control systems to prevent or deal with violations of legal guidelines and internal policies.</li> <li>▪ Evaluate the efficiency of controls and improve them continuously.</li> <li>▪ Revise procedures, reports etc. periodically to identify hidden risks or non-conformity issues.</li> <li>▪ Assess the business’s future ventures to identify possible compliance risks.</li> <li>▪ Keep abreast of regulatory developments within or outside of the company as well as evolving best practices in compliance control.</li> <li>▪ Prepare reports for EXCO and external regulatory bodies as appropriate.</li> <li>▪ Lead the development and implementation of technical and compliance strategy, and procedures to improve the technical and compliance performance.</li> <li>▪ Developing and executing health and safety plans in the workplace according to legal guidelines.</li> <li>▪ Preparing and enforcing policies to establish a culture of health and safety.</li> <li>▪ Evaluating practices, procedures and facilities to assess risk and adherence to the law.</li> <li>▪ Monitor compliance with policies and laws by inspecting employees and operations.</li> <li>▪ Inspect equipment and machinery to observe possible unsafe conditions.</li> <li>▪ Investigate accidents or incidents to discover causes and handle worker’s compensation claims.</li> <li>▪ Recommend solutions to issues, improvement opportunities or new prevention measures.</li> <li>▪ Report on health and safety awareness, issues and statistics.</li> </ul> |
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|                                       | <ul style="list-style-type: none"> <li>▪ Ensure efficient management of the stores and stock items in Langlaagte stores.</li> <li>▪ Update key company Risk Register for submission to Board and FINRISK sub committee</li> </ul>  |
| <b>System and process improvement</b> | <ul style="list-style-type: none"> <li>▪ Ensure all systems and all regulatory aspects relating to the activities of the companies are implemented and adhered to on site on an ongoing basis relating to pre-construction, construction, and operating phases.</li> <li>▪ Establish and oversee technical and compliance budgets, monitor cost and effectiveness to optimise resources, prioritise spending and achieve quality and standards.</li> <li>▪ Lead execution of high-quality health and safety standards and adherence to safety programs, procedures, and policies to meet legislative requirements.</li> </ul>  |
| <b>Transformation and Training</b>    | <ul style="list-style-type: none"> <li>▪ Draft, modify and implement company policies and procedures and ensure systems are in place to ultimately comply with the various ISO standards.</li> <li>▪ Collaborate with corporate counsels and HR department to monitor enforcement of standards and regulations.</li> <li>▪ Perform Risk Assessment and co-ordinate with contractors and all departments prior to installation and once commercial supply commences.</li> <li>▪ Manage incident investigations and ensure reporting is updated as it happens.</li> <li>▪ Conduct training and presentations on health and safety matters and accident prevention.</li> </ul>  |
| <b>Leadership</b>                     | <ul style="list-style-type: none"> <li>▪ Lead technical and compliance team to develop a culture of continuous improvement.</li> <li>▪ Manage, coach, and develop a highly performing technical and compliance team that meets agreed objectives, and which delivers best practice results, added value and continuous improvements.</li> <li>▪ Manage key performance indicators of technical and compliance including quality, service, safety, and cost.</li> <li>▪ Share technical and compliance goals and guidelines for achieving the goals with the senior leaders and executive team.</li> <li>▪ Develop and maintain strong relationships with internal and external stakeholders to ensure optimal performance</li> </ul> |
| <b>Regulatory and Compliance</b>      | <ul style="list-style-type: none"> <li>▪ Ensure compliance with key requirements of the SANS, SAPGA, SAGA and NERSA codes.</li> <li>▪ Manage NERSA and various government bodies relating to queries, inspections, and license regulatory compliance requirements.</li> <li>▪ Lead and coordinate installations of all equipment and ensure that installations adhere to supplier's standards as well as prescribed South African and International standards and Acts.</li> <li>▪ Manage the establishment and implementation of HASCHEM, HAZOP, ASME and Accord Dangereux Routier (ADR) requirements, where appropriate,</li> </ul>  |

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|  | <ul style="list-style-type: none"> <li>▪ Lead the risk management process through risk assessments and management of change.</li> <li>▪ Ensure that Emergency Response and crisis management system are developed and implemented.</li> <li>▪ Ensure Health, Safety and technical audits are conducted at depots and customer sites.</li> <li>▪ Ensure that the companies and customers' sites comply with all aspects required relating to Environmental Impact Assessment (EIA – Annual audits), Major Hazardous Installation (MHI - submission of report to relevant local authorities/ Chief Inspector and Provincial Director and any other body concerned) and Health and Safety requirements and implement.</li> <li>▪ Manage the registration of all equipment with the applicable legal governing bodies.</li> </ul> |
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| Leadership Behaviours  | Knowledge  | Qualifications and Experience   |
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| <ul style="list-style-type: none"> <li>▪ Leadership skills.</li> <li>▪ Excellent interpersonal skills.</li> <li>▪ Flexibility and agility.</li> <li>▪ Effective communication.</li> <li>▪ High level of emotional intelligence.</li> <li>▪ Negotiations skills.</li> </ul> | <ul style="list-style-type: none"> <li>▪ Commercial and Financial acumen</li> <li>▪ Understanding of continuous improvement methodologies (Lean, kaizen etc.)</li> <li>▪ Understanding of ISO processes</li> <li>▪ Technical/Engineering, Project and Operations knowledge is critical.</li> </ul> | <ul style="list-style-type: none"> <li>▪ Relevant manufacturing/engineering B degree</li> <li>▪ Post graduate qualification will be an advantage</li> <li>▪ 12-15 years Technical and Compliance as well as Health and Safety experience with proven leadership exposure</li> <li>▪ Petrochemical &amp; Chemicals and or Gases industry background is essential.</li> <li>▪ In-depth knowledge and experience of the industry's standards and regulations.</li> </ul> |