

Occupation Code	Occupation	SS	Specialisation	Critical Skills	Intervention	NQF Level	NQF Aligned (Y/N)	Estimated Demand	Comments
111201	Corporate General Manager		Legal Services Manager	Management & Leadership, Compliance, Legal	CPD, Short Courses, Tertiary Qualification	5-7	Yes	3	Positions available in Gauteng.
111201	Corporate General Manager		Chief Operating Officer	Management & Leadership Skills Development, Legislation, Compliance	CPD, Short Courses, Tertiary Qualification	5-8	Yes	1	Positions available in Gauteng.
111201	Corporate General Manager	Yes	Corporate General Manager	Management & Leadership Skills Development, Legislation, Compliance	CPD, Short Courses, Tertiary Qualification	5-7	Yes	62	Specific General Management skills required. Scarcity of qualified and experienced people. Positions available in Gauteng.
111201	Corporate General Manager		Executive Manager	Management & Leadership Skills Development, Legislation, Compliance	CPD, Short Courses, Tertiary Qualification	5-8	Yes	1	Positions available in Gauteng.
131101	Advertising and Public Relations Manager	Yes	Relationship Manager	Sales & Marketing, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	18	Shortage of skills. Positions available in Gauteng.
131102	Sales and Marketing Manager	Yes	Sales and Marketing Manager	Sales & Marketing, Industry Knowledge, Management & Leadership	CPD, Short Courses, Tertiary Qualification	5-7	Yes	12	Difficult to source strong originators with structured finance/private equity/corporate finance technical skills. Suitably qualified and experienced Black people especially females are difficult to find. If you do find suitable candidates they are at a very high premium. Positions available in Gauteng.
131102	Sales and Marketing Manager	Yes	Business Development Manager	Management & Leadership Skills Development	CPD, Short Courses, Tertiary Qualification	5-7	Yes	27	Positions available in Gauteng.
131102	Sales and Marketing Manager		Key Account Manager	Sales & Marketing, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	2	Shortage of skills. Positions available in Gauteng.

132201	Finance Manager		Chief Accountant	Management & Leadership, Compliance	CPD, Short Courses, Tertiary Qualification	5-7	Yes	1	Difficulty experienced in finding an Executive level accountant that can engage with operation issues. Position available in Gauteng.
132201	Finance Manager		Finance Director	Management & Leadership, Compliance, Legislation	CPD, Short Courses, Tertiary Qualification	5-8	Yes	1	Position available in Gauteng.
132301	Personnel / Human Resource Manager		Organisational Development Manager	Management & Leadership, Compliance	CPD, Short Courses, Tertiary Qualification	5-7	Yes	3	Scarcity in EE candidates. Positions available in Gauteng.
132301	Personnel / Human Resource Manager		Education Training and Skills Development Manager	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	1	Difficult to find suitably qualified and experienced candidates. Positions available in Gauteng.
132301	Personnel / Human Resource Manager		Training & Development Manager	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	1	Position available in Gauteng.
132301	Personnel / Human Resource Manager		Personnel / Human Resource Manager	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	2	Scarcity of qualified and experienced people. Positions available in Gauteng.
133101	Construction Project Manager		Construction Project Manager	Management & Leadership, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	2	Positions vacant for over a year. Property Development is a specialist field and requires individuals that have been exposed to the entire development cycle. Such individuals must have worked on a project where they have managed all relevant players in a property development project e.g. architect, quantity surveyor and engineers. Positions available in Gauteng.
133502	Production / Operations Manager (Manufacturing)		Operations Manager (Production)	Management & Leadership, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	6	Positions available in Gauteng.
135102	ICT Project Manager	Yes	ICT Project Manager	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	>10	Scarce of skills especially from an EE perspective. Positions available in Gauteng.

136102	Programme or Project Manager		Programme or Project Manager	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	5	Positions available in Gauteng.
221101	Accountant (General)		Accountant (General)	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	8	Have found that there is a scarcity of accountants with securitisation experience. Specific systems accounting skills also required. Positions available in Gauteng.
221101	Accountant (General)		Chartered Accountant	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	7	Positions available in Gauteng.
221101	Accountant (General)		Financial Analyst	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	3	Positions available in Gauteng.
221201	Company Secretary		Company Secretary	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-8	Yes	1	Position available in Gauteng.
221202	Corporate Treasurer	Yes	Financial Risk Manager	Management & Leadership, Compliance, Industry Knowledge, Specilaised Finance	CPD, Short Courses, Tertiary Qualification	5-7	Yes	10	Individuals required with an accounting background, investment banking exposure and that have performed both Risk Analysis and Compliance functions. Most individuals attracted to the position, come from a legal background and do not have a financial risk analysis experience. Positions available in Gauteng.
221204	Internal Auditor		Credit (Risk) Manager	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	3	Positions available in Gauteng.
221204	Internal Auditor		Internal Auditor	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	2	Specific ACL skills and CIA/CISA certification required. Scarcity of qualified CA's. Positions available in the Western Cape.

222102	Finance Broker	Yes	Finance Broker	Specialised Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	18	Positions available in Gauteng/Western Cape and Eastern Cape.
222201	Financial Market Dealer		Financial Market Dealer	Specialised Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	1	Positions available in Gauteng.
222204	Investment Dealer	Yes	Investment Dealer	Specialised Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	10	Have not found very many transactors who have a resource financial background. Positions available in Gauteng.
222205	Equities Analyst		Equities Analyst	Specialised Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-8	Yes	6	French speaking individuals required to travel into the African market. Positions available in Gauteng and Western Cape.
222301	Financial Investment Advisor		Financial Planning Advisor / Manager	Specialised Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	5	Positions available in Gauteng.
222302	Financial Investment Manager	Yes	Investment Consultant	Specialised Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	18	Shortage of EE candidates. The challenge is finding experienced Wealth Managers who have a combination of technical aptitude and sales ability. Positions available in Gauteng/Western Cape and Eastern Cape.
223101	Human Resource Advisor		HR Officer	Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-6	Yes	1	Positions available in Gauteng.
223103	Workplace / Industrial Relations Advisor		Industrial Relations Officer	Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	2	Scarcity of EE candidates.
223104	Skills Development Facilitator		Skills Development Facilitator	Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	1	Difficult to find suitably qualified and experienced candidates. Positions available in Gauteng

223301	Training and Development Professional		Learnership Manager	Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	2	Positions available in Gauteng. Difficult to find experienced staff.
223301	Training and Development Professional		Training Officer	Compliance, Industry Knowledge	CPD, Short Courses	4-6	Yes	2	Positions available in Gauteng.
224402	Policy Analyst		Strategy Analyst	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	1	Position available in Gauteng.
224502	Valuer		Property Valuer	Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	2	Shortage of EE candidates. The challenge is finding qualified and experienced property valuers who are not self employed. Positions available in KZN and Gauteng.
224702	Organisation and Methods Analyst		Change Management Facilitator	Management & Leadership, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	7	Positions available in Gauteng.
233203	Quantity Surveyor	Yes	Quantity Surveyor	Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	10	Positions available in Gauteng.
249101	Education or Training Advisor		Education / Training Specialist	Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	2	Scarcity of EE candidates. Positions available in Gauteng.
261101	ICT Business Analyst		Business Systems Analyst	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	3	Positions available in Gauteng/Western Cape.
261102	Systems Analyst		Analyst (Applications / Client Support / Computing Project / MIS)	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	2	Difficulty in retaining staff. Positions available in Gauteng.

261202	Web Developer		Information Architect Software and Hardware	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	2	Scarcity of EE candidates. Positions available in Gauteng.
261302	Developer Programmer	Yes	Applications Developer / Tester	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	>11	Scarcity of EE candidates. Positions available in Gauteng.
261302	Developer Programmer	Yes	Developer	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	10	Shortage of skilled candidates. Positions available in Gauteng.
261302	Developer Programmer		Software Programmer	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	2	Scarcity of EE candidates. Positions available in Gauteng.
261302	Developer Programmer		SAP Specialist	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	3	Scarcity of EE candidates. Positions available in Gauteng.
262101	Database Administrator		Database Administrator	IT, Compliance, Industry Knowledge	CPD, Short Courses	4-6	Yes	4	Scarcity of EE candidates. Positions available in Gauteng.
263201	ICT Quality Assurance Engineer		Systems Auditor	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	1	Specific systems auditing knowledge and skills required. Position available in Western Cape.
263203	ICT Systems Test Engineer		ICT Systems Test Engineer	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	5-7	Yes	1	
313102	ICT Customer Support Officer		ICT Customer Support Officer	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	3-6	Yes	2	Difficult to find suitably qualified and experienced candidates. Candidates demand a high remuneration rate. Positions available in Gauteng.

313102	ICT Customer Support Officer		Test Analyst	IT, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	7	Shortage of skilled candidates. Positions available in Gauteng.
511101	Contract Administrator		Contract Coordinator	Industry Knowledge, Legislation	CPD, Short Courses, Tertiary Qualification	4-6	Yes	1	Position available in Gauteng.
521101	Personal Assistant		Personal Assistant	Compliance, Legislation	CPD, Short Courses	4-6	Yes	5	Positions available in Gauteng.
551101	Accounts Clerk		Accounting Clerk	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses	4-6	Yes	8	There are a number of resources available in the market but not with the correct level of exposure to credit decision making. Positions available in Gauteng.
551101	Accounts Clerk		Budget and Remuneration Officer	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses	4-6	Yes	1	Difficulty in finding skilled candidates.
551102	Cost Clerk		Pricing Clerk / Analyst / Estimator	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses	4-6	Yes	2	Positions available in Gauteng.
552101	Bank Worker		Foreign Exchange Officer / Teller	Compliance, Legislation	CPD, Short Courses	4-6	Yes	5	Positions available in Gauteng.
552101	Bank Worker	Yes	Bank Clerk / Officer	Compliance, Legislation	CPD, Short Courses	4-6	Yes	73	Specialised skills difficult to find in the current market. Positions available in Gauteng.
552201	Credit or Loans Officer		Credit Analyst / Control Officer	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses, Tertiary Qualification	4-7	Yes	1	Individuals required with credit risk experience. Position available in Gauteng.
552201	Credit or Loans Officer		Credit or Loans Officer	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses	4-6	Yes	1	Position available in Gauteng.
552201	Credit or Loans Officer		Credit Clerk	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses	4-6	Yes	5	Positions available in Gauteng.

552302	Insurance Consultant		Insurance Claims Officer	Specialist Finance, Compliance, Industry Knowledge	CPD, Short Courses	4-6	Yes	1	Position available in Gauteng.
591104	Sales Clerk		Sales Clerk	Industry Knowledge	CPD, Short Courses	4-6	Yes	1	Position available in Gauteng.
611302	Sales Representative (Business Services)	Yes	Sales Representative (Business Services)	Industry Knowledge	CPD, Short Courses	4-6	Yes	14	Scarcity of qualified and experienced people. Positions available in Gauteng.
612102	Property Manager	Yes	Property Administrator	Industry Knowledge	CPD, Short Courses	4-6	Yes	16	We have not found 100% experienced administrators internally & externally - training is invariably undertaken to up skill current staff. Positions available in KZN.
612104	Real Estate Representative		Real Estate Representative	Industry Knowledge, Compaince	CPD, Short Courses	4-6	Yes	2	Positions available in Eastern Cape.