



public works  
& infrastructure

Department:  
Public Works and Infrastructure  
**REPUBLIC OF SOUTH AFRICA**

## TERMS OF REFERENCE:

### APPOINTMENT OF SERVICE PROVIDER TO DELIVER CIMA FINANCE LEADERSHIP PROGRAMME (FLP) FOR STRATEGIC LEVEL COURSE

#### 1. Purpose

The Directorate: Human Resources Development requires the appointment of accredited and credible service provider to deliver CIMA Finance Leadership Programme (FLP) for Strategic Level course.

#### 2. Background

The Department of Public Works & Infrastructure has in line with the National Skills Development Act and Human Resources Development Strategy conducted a training needs analysis in Head Office for the current financial year to identify the training needs of the Units and developed a Training Plan for implementation of those needs.

CIMA FLP for Strategic Level course was identified by one (01) official in the Chief Directorate: Financial Management.

#### 3. Expected Outcomes/ Deliverables

The course will help officials acquire knowledge, skills, and techniques, and will bring these together to provide solutions to unstructured problems.

#### 4. The course content should cover the following areas:

##### 4.1 E3: Strategic Management

- The Strategy Process,
- Analysing the Organisational Ecosystem,
- Generating Strategic Options,
- Making Strategic Choices,
- Strategic Control, and
- Digital Strategy.



#### **4.2 P3: Risk Management**

- Enterprise Risk,
- Strategic Risk,
- Internal Controls and
- Cyber Risk.

#### **4.3 F3: Financial Strategy**

- Financial policy decisions,
- Sources of long-term funds,
- Financial risks, and
- Business valuation.

#### **4.4 Strategic Case Study Examination**

### **5. Duration of the course**

The course should be presented over a period of one (01) year through virtual platform.

### **6. Total number to be trained**

One (01) official from Head Office is to attend the course.

### **7. Certification**

The official should be subjected to examination and be awarded Certificate of Competence upon successful completion of the course.

### **8. Training dates**

Training dates shall be determined by the appointed service provider.

### **9. Specific professional experience**

The course facilitator should be chosen for their training experience and have proven relevant experience in management and facilitation of CIMA FLP for Strategic Level course. The service provider must provide a competent facilitator for this course.



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## 10. Special Requirements

It is a requirement that all service providers facilitating any type of training be registered/ accredited with the relevant Education Training Quality Assurance (ETQA) Body or Professional Body/Council and must submit a letter confirming accreditation/decision number

11. All disbursements must be included within the cost per delegate.

## 12. Enquiries

All enquiries should be directed to:

**Ms Tumelo Sibandze**  
**Training and Development**  
**(012) 406 1157**