

APPOINTMENT OF AN INDEPENDENT TRUSTEE FOR MOTOR INDUSTRY RETIREMENT FUNDS (MIRF)

The Motor Industry Retirement Funds (MIRF) is one of South Africa's largest umbrella fund structures. As of March 2026, the Fund manages an asset portfolio exceeding R61 billion. MIRF provides retirement solutions for a large membership base, including over 236,000 active members, 100,000 paid-up members, and more than 600,000 members with unclaimed benefits. The Fund encompasses four distinct entities: Auto Workers' Provident Fund, Motor Industry Provident Fund, Motor Industry Pension Fund (2005), Motor Industry Beneficiary Fund

Background and Role

Following the impending retirement of one of the Independent Trustees, MIRF seeks to appoint a replacement Independent Trustee to its Board. The candidate will work together with the Board to ensure regulatory compliance, risk management, and sound decision-making while maintaining impartiality and integrity, free from any actual or perceived conflicts of interest. The appointment will be for a 5-year period.

The Position

The candidate must have the capacity to do the following:

- Attend all Board of Trustee and sub-committee meetings, including pre-meetings, & strategic briefing sessions
- Be a member of up to 3 sub-committees of the Board.
- Ad-hoc meetings, though these are infrequent.

The Candidate:

- South African citizenship.
- A relevant qualification in finance, law, actuarial science, economics, governance, compliance or a related field.
- At least 5-10 years of experience in a retirement fund or a large organisation, Experience serving as a Trustee, director or in a fiduciary role will be considered.
- Proven experience in retirement fund governance, or financial management, or corporate oversight.
- Strong knowledge of retirement fund compliance, legal environment, governance, administration, operations and risk management.
- Understanding of relevant legislation (Pension Funds Act, Financial Sector Regulation Act, Regulations set by the Financial Sector Conduct Authority etc.) will be an advantage,
- Preference will be given to “Equity candidates in alignment with transformation goals.

Competencies

- Sound decision-making skills – ability to contribute effectively to strategic discussions.
- Excellent communication and stakeholder engagement skills.
- Independence and objectivity – ensuring impartial oversight and compliance with governance best practices.
- Unquestionable honesty, integrity, fit and proper and probity.
- Good organisational skills and work with attention to detail.

- Ability to maintain effective work outputs under pressure.
- Excellent problem-solving, strategic and analytical abilities.
- Multi-skilled in the legal, financial, operations, administration and governance fields.
- Sound interpersonal and relationship skills; team-oriented.
- Proven work standards and business ethics.
- Strong commitment to deliver on Fund's strategic objectives.
- Ability to resolve complex or controversial issues that may arise.
- Ability to maintain **fiduciary neutrality** and impartiality while navigating an environment involving diverse labor and employer stakeholders

Conflict of Interest

The candidate must not be employed, occupy office and/or sit in any structures of the following service providers of MIRF.

- MIBCO (Administrator).
- MIFA (Administrator).
- Optimum Employee Benefits (Fund Consultant).
- Nexia SAB&T (External Auditor).
- SNG Grant Thornton (Internal Auditor).
- Moruba Consultants and Actuaries (Actuaries).
- Lattitude Consulting (Marketing and Communications).
- RisCura (Investment Consultants).
- All investment managers managing assets on behalf of MIRF Funds.

- Required to disclose any historical or current ties to the **Bargaining Council (MIBCO) structure or MIFA** or any industry labor/employer organisations.

Kindly submit your application to the executive search firm, Oaktree People Solutions
email: projects@oaktreepeople.co.za by the close of business on **27th of May 2026**.

All enquiries to be directed to projects@oaktreepeople.co.za