

FORENSICS SERVICES SENIOR MANAGER

Location: Melrose

Role Purpose

The Senior Manager is responsible for the strategic leadership, growth, and delivery of the company's Forensic Services practice. The role combines practice leadership, client relationship management, and high level forensic expertise to ensure quality investigations, profitable growth, and strong team performance in line with the company's strategy.

Key Responsibilities

Forensic & Advisory Delivery

- Lead and oversee complex forensic investigations, including fraud, corruption, maladministration, and misconduct
- Provide litigation support in disciplinary, civil, and criminal matters
- Ensure investigations are conducted objectively, ethically, and in line with legal and evidentiary standards
- Review and sign off forensic reports, findings, and recommendations
- Provide expert input on complex evidentiary and legal matters
- Oversee data analysis and investigative methodologies applied during assignments

Client Management & Business Development

- Build, maintain, and grow senior client relationships
- Market forensic services to existing and potential clients
- Lead and contribute to proposals, tenders, and engagement letters
- Drive revenue growth and achievement of annual budget targets
- Liaise with broader the company teams locally and internationally on forensic matters

Practice & Financial Management

- Own and manage practice, assignment, and marketing budgets
- Set assignment objectives, plan engagements, and allocate resources efficiently
- Monitor productivity, WIP, recoverability, and turnaround times
- Ensure consistent quality across all forensic deliverables
- Develop and maintain forensic policies, procedures, and standards

Leadership & People Management

- Provide strategic direction for the Forensic Services team
- Lead performance contracting, reviews, and remuneration recommendations
- Recruit, develop, mentor, and retain forensic talent
- Drive succession planning and capacity management

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- Role model the company's' culture, ethics, and values
- Motivate teams and manage conflict and escalations effectively

Governance, Risk & Compliance

- Maintain strong working knowledge of:
 - Law of evidence
 - South African legislation relevant to forensic services (e.g. POCA, FICA, PCCAA, Protected Disclosures Act)
- Ensure compliance with professional, ethical, and legal standards
- Apply and oversee appropriate information gathering tools and forensic software

Minimum Requirements

Experience

- 10–12 years' experience in forensic services
- At least 5 years in a management or leadership role
- Proven experience managing complex forensic investigations and client engagements

Qualifications

- Relevant master's degree (Accounting, Auditing, Forensic Investigation, IT, or Law) or equivalent
- One or more professional qualifications:
 - CA(SA)
 - Certified Fraud Examiner (CFE)
 - Admitted Attorney or Advocate

Technical Skills

- Forensic investigations and reporting
- Litigation and disciplinary support
- Fraud risk management and advisory
- Data analysis and forensic methodologies
- Knowledge of key Anti- Bribery and Corruption and Anti- money Laundering Legislation such as, FCPA, UK Bribery Ac, PRECCA, FIC Act, etc.
- Knowledge of forensic tools and databases (e.g. EnCase, Analyst Notebook, public databases)
- Strong written and verbal reporting skills

Leadership & Competencies

- Strategic thinking and commercial acumen
- Strong judgment and decision making

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- Client focused and solutions oriented
- Ability to influence senior stakeholders
- Strong people leadership and coaching capability
- Results driven with high quality orientation

Success Measures

- Achievement of forensic revenue and budget targets
- Quality, accuracy, and timeliness of forensic deliverables
- Client satisfaction and repeat business
- Effective leadership, development, and retention of talent
- Compliance with legal, ethical, and professional standards

Role Level Summary

This role is suited to an established forensic leader who can:

- Act as a trusted forensic authority
- Lead a practice, not just engagements
- Balance technical excellence with commercial and people leadership