



Financial
Intelligence Centre

EMPLOYEE VALUE PROPOSITION

PROSPECTIVE EMPLOYEES

JUNE 2025



INTRODUCTION

The Financial Intelligence Centre (FIC) is seeking individuals who hold exceptional skills and integrity. As financial crime continues to evolve in sophistication and complexity, it is key that the expertise we seek at the FIC remains on trend.

The FIC offers a compelling employee value proposition (EVP) to engage and attract talent.

At the FIC, our focus is on creating meaningful work, practicing hands-on management, cultivating a productive environment, building trust in leadership, and promoting the health and wellbeing of employees.

Aligned with FIC's mission, vision, and values, the EVP shapes the employer brand and guides engagement with current and prospective employees.



Vision

To be a highly capable public entity that produces financial intelligence for making South Africa's financial system intolerant to abuse.



Mission

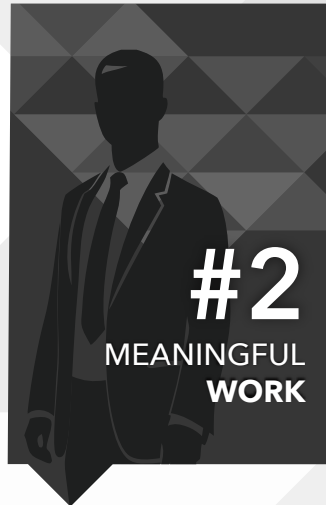
The FIC promotes increasing levels of compliance with the FIC Act in an efficient and cost-effective manner, enabling it to provide high quality, timeous financial intelligence for use in the fight against crime and the protection of national security.



Values

- We demonstrate **integrity, respect**, honesty, trust, **humility** and **loyalty** in everything that we do
- We value employees and provide space for creativity and **growth**
- We achieve excellence and **professionalism**— not only in identifying problems, but in **providing solutions**
- We conduct our work with **pride** and **discipline**, accepting **accountability** and being prepared to go 'the extra mile'
- We ensure the **security** of organisational assets and **information**
- We maintain strong **relationships** with **stakeholders** and partners

PROSPECTIVE EMPLOYEES



Prospective employees



Develop your **career** in an organisation that offers **diverse opportunities** for professional **enrichment** and **growth**

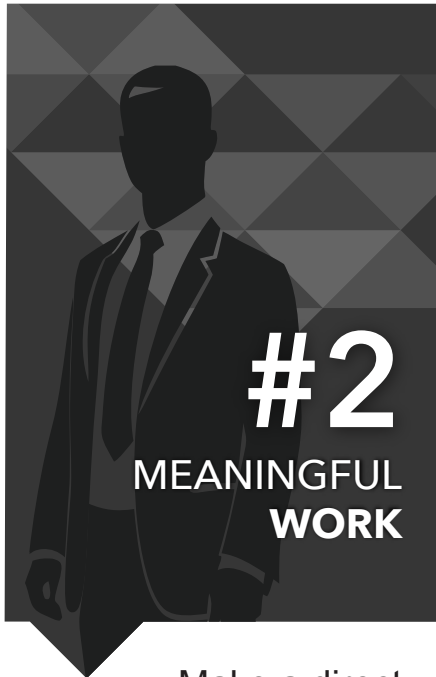
WHAT YOU CAN EXPECT

Gain valuable career experience through continuous learning opportunities, local and international exposure and internal movement opportunities.

WHAT COMES TO MIND

- Grow your knowledge and skills at the FIC
- Gain valued experience in the financial intelligence industry
- Take advantage of continuous learning and development opportunities
- Gain cross-functional experience through internal movement opportunities
- Gain domestic and international exposure
- Work with technology in the financial intelligence industry
- Work on career-enhancing projects
- Opportunities to participate in targeted development programmes
- Opportunities to participate in mentorship programmes
- Become a specialist in your environment.

Prospective employees



Make a direct
contribution in the
country's **fight**
against financial
crime

WHAT YOU CAN EXPECT

You will engage in stimulating and impactful work in the only organisation of its kind in South Africa.

WHAT COMES TO MIND

- Do work that contributes to a greater purpose in making South Africa's financial system intolerant to abuse
- Work that is interesting, intellectually stimulating, challenging and meaningful
- Alignment of your work with job interests and career plans
- The opportunity to truly use your qualifications, experience and skills
- Recognition by peers and others for excellence in work
- Opportunities to innovate, be creative, and contribute ideas
- Being empowered to work independently without micro-management
- Being trusted with important work
- The freedom to make decisions and manage own tasks
- Access to tools that support productivity.

Prospective employees



Join a **credible organisation** at the forefront of **combating financial crime**

WHAT YOU CAN EXPECT

You will work in an organisation that has a respected reputation.

WHAT COMES TO MIND

- Reputable and trustworthy brand and identity
- Credible reputation in the financial intelligence community
- Be part of an organisation with integrity and which prioritises the interests of South Africa
- The only financial intelligence unit in the country
- Shaping standards and legal frameworks for a financial system free of financial crime
- A professional organisation, where quality and standards are paramount.

Prospective employees



Be **part** of
a **culture**
that **values**
integrity, high
performance,
diversity, and
progress

WHAT YOU CAN EXPECT

You will work in an environment where integrity and high performance go hand in hand.

WHAT COMES TO MIND

- Be part of an organisation where its culture and values speak to the individual, to integrity and performance
- Respect for diversity and inclusiveness
- Recognition and appreciation for going the extra mile
- Robust conversations that are part of the culture.

Prospective employees



Professional
success through
**meaningful
connections** and a
focus on
holistic wellbeing

WHAT YOU CAN EXPECT

Participate in an organisation that values teamwork, building internal and external networks, and that supports your wellbeing in a professional work environment.

WHAT COMES TO MIND

- Flexible working hours
- Comprehensive employee wellbeing support
- Form connections and thrive through a team driven environment
- Work with domestic and international stakeholders
- Work with thought leaders, helping you to drive change
- Open communication channels for sharing ideas and initiatives
- Office space tailored towards enhanced productivity and collaboration.

