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Nkateko
Mabaso



Here to be Resilient

Success is not a spectator sport:

Nkateko Mabaso on risk,
leadership and finding
your voice.

Nkateko Mabaso knows something about taking calculated risks. Whether she is navigating the complexities of South Africa's payments environment or stepping out of an aircraft to skydive, her philosophy is much the same: prepare properly, understand the risk and have the courage to move forward.

As Chief Risk Officer of PayInc, South Africa's National Payments Utility and a systemically important financial market infrastructure, Nkateko carries significant responsibility. With more than two decades of leadership experience across consulting, banking and insurance, her work centres on safeguarding

It is a career that has also given her a platform to advocate for women's leadership, youth development, education, mentorship and skills development. Nkateko believes that creating opportunities matters, but so does encouraging people to recognise their own potential and actively pursue those opportunities.

"Giving women a voice is not simply about representation; it is about ensuring that different perspectives are heard when decisions that shape our organisations, our economy and our society are being made," she says. "Success is not a spectator sport. Women need to step into the arena, participate fully and use their voices to shape the future."

Nkateko has lived by that principle throughout her career. In an environment where innovation and speed are critical, she has been willing to challenge conventional thinking and ask difficult questions. Her contribution has helped ensure that ambition is balanced with resilience, trust, governance and long-term sustainability. For her, risk management is not about stopping progress. It is about understanding what lies ahead well enough to move forward with confidence.

Outside the boardroom, hiking, skydiving and bungee jumping reinforce the same lesson – preparation matters, but there comes a point when you have to take the leap. That is particularly important for women building

careers in sectors such as financial services, technology, risk and governance. Nkateko's message is not to wait for permission to participate, but to step forward, contribute and make sure others have the opportunity to follow.

"At some point, you have to step into the arena, take the calculated risk, use your voice and take the leap," she says. "And when you get there, make sure you leave the door open for the woman coming behind you."

Your
story
matters

