



INTERNAL / EXTERNAL ADVERTISEMENT		
DIVISION: OFFICE OF THE CEO		
05 October 2021		
REFERENCE NUMBER	POSITION: PERMANENT	NUMBER OF VACANCIES AVAILABLE
OCEO: 34/2021	CHIEF EXECUTIVE OFFICER ALL INCLUSIVE REMUNERATION: TCTC: (PER ANNUM) R 1 668 093.00 – R 2 752 362.00	1

MICT is the Media, Information and Communication Technologies Sector Education and Training Authority (SETA) Over 20 Setas were established in March 2000 in terms of the Skills Development Act, to cover all sectors in South Africa, including Government. The stakeholders of Seta include employers, trade unions, professional bodies, government departments and bargaining councils, where relevant, from each industrial sector.

The Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA) invites suitable candidates to apply for a Chief Executive Officer (CEO) position aimed at developing and implementing Strategic vision of the Seta and ensuring delivery on its mandate. The successful applicant will report to the MICT SETA Board.

This is a contract position until **31st March 2025** in line with the Constitution of the MICT SETA. He/she will be required to enter into a performance contract with specific key performance and results areas while also leading the organisation strategically.

Visit the MICT SETA website on www.mict.org.za for more information on the Seta including our Vision, Mission and Values.

OBJECTIVES OF MICT SETA:

- To develop the competence of current employees and potential employees:
 - Improving the quality of life of employees, their prospects of work and labour mobility
 - Improving productivity in the workplace and the competitiveness of employers
 - Promoting self-employment in situations where the sector is experiencing job shrinkage
- To increase the levels of investment in education and training and to optimise the return on this investment.
- To position the MICT SETA as the 'sector of career choice' for prospective learners and entrants into the labour market.
- To encourage employers and employees to adopt a culture of lifelong learning through:
 - Using the workplace as an active learning environment
 - Providing employees with the opportunities to acquire new skills
 - Proving opportunities for new entrants and potential entrants into the sector labour market and enhancing access to opportunities to gain work experience
- To support the objectives of the Employment Equity Act of 1998
- To enhance access to learning opportunities and to facilitate the recognition of prior learning
- To ensure the quality of education and training in the sector
- To expand the provision of education and training in this sector through sound partnerships with public and private sectors

- To co-operate and collaborate with the South African Qualifications Authority and other Setas, in support of the objectives of the Act
- Ensure sound corporate management
- Increase access to vocational career guidance within the MICT sector
- Increase access to occupationally directed learning programmes within the MICT sector
- Increase and improve workplace capacity to meet workplace skills development needs
- Improve participation of SMMEs, Unions and NGOs in skills development within the MICT Sector

KEY PERFORMANCE AND RESULTS AREAS AMONGST OTHERS ARE AS FOLLOWS:

- Strategy thinking – developing and implementing MICT SETA strategy.
- Financial acumen – Public funds management.
- Business acumen – Seta industry understand.
- Vision – create, communicate and or drive MICT SETA vision through the available resources.
- Building sound relations with stakeholders and the Board of the MICT SETA to ensure support for and commitment to the MICT SETA's shared vision and values.
- Customer focus – deliver on the mandate using available resources.
- Lead the organisation with integrity and honesty.
- Embrace uncertainty and change.
- Flexible and ability to manage risk.

MINIMUM KNOWLEDGE REQUIRED:

- Well-developed working knowledge of the Skills Development Act and other relevant legislation in the Public Sector e.g PFMA, SDA, NQF
- Well-developed working knowledge of and/or experience in working with legislation of direct relevance, such as the Public Finance Management Act (PFMA), Skills Development Act (SDA), National Qualifications Framework Act (NQF) and Companies Act.
- Good exposure to both the governance as well legal and regulatory operational aspects of e.g the PFMA
- Proven and or traceable record of leading a public and or private sector organisation.
- Proven track record in building and managing stakeholder relationship at all levels.
- Above average Leadership, communication, negotiation, conceptual and analytical skills.

QUALIFICATION, EXPERIENCE AND SKILLS REQUIRED:

- Relevant and appropriate Post Graduate degree is a minimum requirement.
- Minimum of 7 years' experience at a senior executive management level
- An understanding of the public sector and the Seta environment is preferable.
- Excellent communication (written and verbal) and people skills.
- Proven track record in developing a strategy for a Business or organization.
- Proven track record of successfully leading and inspiring a diverse group of employees.
- Interpersonal, communication, negotiation, conceptual and analytical skills.

ASSESSMENT:

Applicants will be required to take a proficiency test assessing the knowledge, experience and attributes needed. Applicants are expected to make a maximum of 2 hours available for the interview

Shortlisted candidates will be required to undergo psychometric testing to confirm attitudinal and behavioural alignment to the position. The assessment takes a day from 07:30 to 17:00

MICT SETA adheres to the principles of EE Act and Affirmative Action and these principles will apply in the selection process.

Application:

CVs and certified qualifications of suitably qualified persons must be forwarded to the **Office of the Board Secretary** for the attention of: Mr. Tlale Mokutu (Recruitment@mict.org.za) by no later than **29 October 2021**. Queries may be directed to 011-207-2600.

Should candidates not hear from us 30 days after the closing date of applications, they should consider their application unsuccessful. Please note this is an open position.



White, Indian, Coloured and people with disabilities are encouraged to apply for this position in-line with the MICT SETA Employment Equity Targets.