



**Internal** and **External** applications are invited from suitably qualified persons to fill the following vacancy at Rand Water Head Office.

**CHIEF EXECUTIVE  
(5-year performance based contract appointment)**

**OVERALL RESPONSIBILITY**

To provide strategic direction, leadership and risk assurance of a leading bulk water services utility in South Africa in order to fulfil its core mandate and vision.

**PRIMARY DUTIES**

- The Chief Executive is accountable for ensuring that the organisation complies with its mandate as per the Water Services Act and as directed by the Shareholder while maintaining its financial sustainability.
- To assume accountability for the Rand Water strategy, business model and the overall business operations.
- Appraise the Board of Directors (Non-Executive) on Rand Water's strategic direction, value creation and sustainability of the Rand Water business.
- Undertake broader stakeholder engagements to maintain shareholder confidence and improve business efficiencies.
- Drive and oversee sustainable change management programmes to achieve broader organizational effectiveness.
- Identify organizational interventions and deploy appropriate resources to respond to the Corporate Risk Register and emerging risks as well as changing environmental demands.
- Oversee the compilation and submission of the annual shareholder compact and subsequent alignment of the organizational performance to the agreed Balance Scorecard targets.
- Responsible for the implementation of the Board Resolutions, Rand Water strategic objectives and the performance measures driving the Annual Business Plan as may be directed by the Board.

**JOB REQUIREMENTS**

- Appropriate Recognized Degree in Commerce, Accounting, Engineering Sciences, Natural Sciences or equivalent.
- A postgraduate qualification up to Master's level a requirement (e.g. MBA, MBL or equivalent qualification at NQF Level 9).
- Substantial executive and senior general management (10-15 years' combined experience in a similar environment as RW) and strategic leadership experience (5-10 years' operating at an executive level) in a large organization or similar size and geographical spread like Rand Water, interacting at Board level.
- A minimum 10 years proven track record functioning at a large scale organization or running large business unit(s) of a large scale company.
- Experience as a Chief Executive Officer in a large organization desirable.

**COMPETENCY PROFILE**

KNOWLEDGE	SKILLS	BEHAVIOUR
<ul style="list-style-type: none"> <li>• Broad organizational improvement and change management principles.</li> <li>• Understanding of applicable legislation, e.g. Bill of Rights, Water Services Act, PFMA, BBBEE Charters, etc.</li> <li>• Understanding of Governance, Risk and Compliance (GRC) Framework.</li> <li>• Understanding of contracts management dealing with large scale infrastructure development and management cycle</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic capability</li> <li>• Systems thinking</li> <li>• Business acumen</li> <li>• Financial Management</li> <li>• Investor Relations Management</li> <li>• Water Tariff Management</li> <li>• Complex and Large-Scale Programme management</li> <li>• Emotional and social intelligence</li> <li>• Ability to manage ruptures and diverse stakeholders</li> <li>• Ability to integrate and implement the Water Sector Vision.</li> </ul>	<ul style="list-style-type: none"> <li>• Represent Rand Water and the Water Sector at Regional, Continental and International level.</li> <li>• Balance strategic oversight and attention to detail</li> <li>• Relationship building</li> <li>• Espouse Employment Equity principles</li> <li>• Positive attitude</li> <li>• Ethical and moral leadership</li> <li>• Agility</li> <li>• Savvy</li> </ul>

In evaluating prospective applicants and making the final selection, consideration will be given to achieving Rand Water's Employment Equity Objectives.

Should you not receive correspondence from Rand Water within 30 days from the closing date, please accept that your application has been unsuccessful.

***Rand Water as an organisation has the right to fill or not fill any advertised position(s), including the right to request additional interviews or presentations from candidates as deemed necessary. N.B: Shortlisted candidates will be subjected to a compulsory competency assessment.***

**Applications must be submitted as indicated below (i. with notice or reference number in the subject line of the application, ii. a detailed CV with at least two references, iii. certified copies of all qualifications and, iv. a certified copy of the RSA's Identity Document):**

**Kone Staffing Solutions has been exclusively retained to deal with all responses of this advertisement. Interested applicants are required to submit their application letter, detailed CV and certified copies of qualifications clearly quoting the job title and reference they are applying for to :**

**[admin@konesolutions.co.za](mailto:admin@konesolutions.co.za)**

**Application enquiry: Tumi Morake, tel. 010 880 2636**

**Closing date : 10 December 2018**