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MEDIA STATEMENT

ATT: EDITORS/REPORTERS

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SITA Prioritises Filling Critical Executive Vacancies And Strengthening Organisational Capacity

The State Information Technology Agency (SITA) remains committed to strengthening leadership stability, enhancing organisational performance, and addressing the issues raised in recent discussions following the tabling of the 2024/25 Annual Report in Parliament.

As part of these efforts, the Agency has prioritised the filling of critical executive vacancies to stabilise governance structures and accelerate service delivery improvement. While acknowledging previous delays in recruitment, SITA has taken deliberate steps to ensure that all appointments are conducted in strict compliance with governance and regulatory frameworks.

The recruitment and assessment process for the Managing Director (MD) has been finalised, and the outcome report has been submitted for concurrence. The appointment is expected to be concluded by December 2025. Once the MD assumes office, the recruitment of the remaining Executive Management positions will proceed in line with the Agency's new strategic and operational framework.

This phased approach, endorsed by the SITA Board, ensures that executive appointments are aligned with the Agency's organisational review and structural alignment process, currently under implementation. The review seeks to validate roles, reporting lines, and capabilities to ensure a more agile and performance-driven organisation that supports the digital transformation of the public sector.

"The process of filling leadership vacancies is being handled with the level of governance, transparency, and diligence required to build a stable and effective organisation. These steps are not merely about filling posts, but about ensuring that the right leadership and capacity are in place to deliver on SITA's mandate," said Tlali Tlali, Head of Corporate Affairs at SITA.

In addition to leadership appointments, SITA continues to address capacity and performance management across all levels of the organisation. Recruitment and staffing decisions are now more closely linked to operational priorities, financial performance, and service delivery outcomes.

Non-Executive Directors:

Ms Sedzani Mudau (Chairperson), Mr Willie Vukela, Mr Willie Mathebula, Adv. Johannes Collen Weapond,
Mr Omega Shelembe

Executive Directors:

Mr. G Reddy (Managing Director Acting), Mr. MK Kgauwe (Chief Financial Officer)

Company Secretary:

Ms. B Laka

SITA also continues to enforce a strong performance management framework to drive accountability and continuous improvement. Where performance gaps are identified, the Agency implements structured interventions such as the Performance Improvement Process (PIP), targeted training, and where necessary, formal disciplinary action.

“We are actively addressing the challenges identified in our internal review and Parliamentary engagements. Our focus is on building internal capability, filling vacancies responsibly, and aligning our human capital with operational and fiscal realities,” Tlali added.

SITA remains steadfast in its commitment to transparency, accountability, and sustainable transformation. The measures currently being implemented will ensure that the Agency emerges stronger, more responsive, and better equipped to deliver secure, efficient, and innovative ICT services to government and the public.

Ends.

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