



## ERRATUM

The below-mentioned position, advertised in the Sunday Times on 25 May 2025 as well as on the SITA Website; Affirmative Portfolios Website, Social media platforms, is hereby withdrawn and substituted by the following under-mentioned advertisement. Applicants who applied previously are encouraged to re-apply

### ADVERTISEMENT

## MANAGING DIRECTOR (MD)

**SALARY : R2 783 486 to R4 175 230**  
**LOCATION : SITA Head Office (Pretoria)**  
**EMPLOYMENT TERM : Five-year fixed term employment contract**

### PURPOSE OF THE JOB :

To strategically transform and effectively position SITA to be a lead Government ICT organisation that will enable public sector service delivery within its mandate and to direct the development of long-term objectives, policies, budgets and operating plans for SITA in achieve core business goals and build a customer focused organisation to ensure overall viability and success.

### QUALIFICATIONS AND EXPERIENCE :

- A minimum (NQF Level 8) qualification or relevant qualification in ICT related engineering including Electrical Engineering, ICT/IT, or related field. All qualifications obtained outside the Republic of South Africa must be SAQA accredited at the behest and expense of the candidate.
- Master's degree (NQF Level 9) in Business or areas above will be an added advantage
- Minimum of ten (10) years' experience at a Senior Management level, of which five (5) years should be on Executive Management level with experience of dealing with the Board of Directors or equivalent structure of governance.
- Experience in the development and implementation of organisational turnaround- plans will be a distinct advantage.

### KEY PERFORMANCE AREAS:

- Oversee the strategic corporate risks and mitigating strategies and oversee successful implementation thereof.
- Monitor changes within the statutory provisions and national standards to ensure strategic organisational legal and regulatory compliance.
- Direct the necessary activities to ensure compliance with corporate governance – PFMA, KING IV and other legislative provision.
- Ongoing interaction with all relevant stakeholders. Oversee and finalise the development of financial plans on an on-going basis, this includes revenue forecasting, fair pricing and fair practices.
- Develop long term Corporate Strategy and Intent, oversee implementation thereof, and corporate business plan to achieve organisational mandate.
- Develop and implement annual performance plan.
- Oversee the establishment and implementation of a customer-focused organisation
- Ensure strategic alignment of the organisation within the business in terms of vision, mission values, ethics, policy, and governance.
- Ensure that all transformation components/requirements are met and aligned to the strategy in compliance with the legislative shareholder and strategic requirements.
- Ensure that policies are implemented in the business to serve as the framework within which to operate.
- Ensure effective, efficient, and strategic execution of SITA strategy.
- Ensure that policies are implemented in the business to serve as the framework within which to operate.
- Carry the legal accountability as a statutory director for ensuring compliance in respect of fiduciary duties and corporate governance, as a member of executive leadership.
- Serve as an executive director of the Board.
- Ensure sufficient funds are generated to ensure the long-term viability of SITA.
- Oversee the alignment of budgets with organisational strategic objectives.
- Oversight and reporting of operational expenditures.
- Ensure financial performance targets are set and achieved.
- Direct the capital expenditure budget needed for macro projects.
- Ensure financial performance and ensure statutory compliance.
- Approval of budget and expenditure.
- Lead and manage the EXCO team in the achievement of set organisational objectives and targets by ensuring that the company is a high performing entity and ensure that the values and ethical Codes of Conduct of SITA must always be displayed.
- Ensure that the Executive team's roles and responsibilities are clarified, performance objectives are set and managed and conduct
- Executive performance reviews in accordance with policies and procedures and take corrective actions where necessary.
- Ensure that an Executive succession plan is implemented.
- Build a proactive environment where the executive team can take responsibility for results.
- Manage strategic Human Resources in accordance with policies, procedures, and legal requirements.
- Ensure that Employment Equity targets are set and achieved.
- Ensure identification of critical skills essential for the sustainability of service delivery and the development of succession plans.
- Give feedback to relevant stakeholders on bargaining councils, employee management headcount related issues, legislature around people management-related requirements, consequence management, feedback to labour the ministry, legislature, to relevant structures of government around the restructuring of the organisation and its impact on government.

Should you wish to apply for the position use the following links:

SITA Website; Affirmative Portfolios Website, Social media platforms; Twitter; Facebook and Linked-In.

NB: ALL APPLICATIONS MUST BE ACCOMPANIED BY A CV; CERTIFIED COPIES OF IDENTIFICATION DOCUMENT; DRIVER'S LICENSE AND QUALIFICATIONS. FAILURE TO COMPLY WILL RESULT IN IMMEDIATE DISQUALIFICATION.

Applications can be directed to: <https://affirmativeportfolios.co.za/sita/>

Telephonic enquiries: Mr Eugene Geldenhuys (011 883 5035; Cell 066 4198654)

Email enquiries: [eugeneg@affirm.co.za](mailto:eugeneg@affirm.co.za)

CLOSING DATE: 10 AUGUST 2025 (16:00)