

**Chief Executive Officer
South African Cities Network (SACN)**

5-year renewable contract based on performance and the operational requirements of the company

An abbreviated version of this advert appeared in the following national Sunday newspapers City Press and Rapport on 23 July 2023.

Purpose of Job:

- The CEO reports directly to the Board as the Accounting Officer of South African Cities Network (SACN) and is responsible for the overall success of SACN
- Fulfil the mandate of SACN
- Implement the new SACN strategy conceived within a 10-year strategic outlook that aligns with the Integrated Urban Development Framework (IUDF), the National Development Plan (NDP) 2030 Vision, the New Urban Agenda (NUA), UN Sustainable Development Goals (SDGs) 2030 Agenda (in particular SDG 11: Make cities inclusive, safe, resilient and sustainable), the Paris Climate Agreement, and the African Union's Agenda 2063
- Provide effective and transformative leadership
- Develop and nurture the relationships with the partners of SACN
- Develop, nurture and leverage wide and diverse stakeholders
- Effective and transparent management of the reputation risks of SACN

Key Roles and Responsibilities:

- Communicating on behalf of the organisation, with stakeholders holders, Local Government, government entities and the public
- Engaging with Local Government councilors
- Engaging with other Global institutions to strengthen the SACN mandate
- Implementing the organization's vision and mission
- Evaluating performance and outputs of the members of the Executive
- Staying abreast of the legislative changes impacting on metros and Local Government
- Be alert to revenue generation and collaboration opportunities
- Ensure that the organisation maintains high social responsibility wherever it does business
- Assessing risks to the organisation and implementing risk mitigation strategies
- Setting strategic goals and making sure they are measurable and describable
- Providing leadership in the development and implementation of Annual Performance Plans for the organization
- Developing an agile organisational performance reporting, monitoring and evaluation framework to ensure organisational success
- Ensuring the effective implementation of a highly functional individual performance management system
- Developing and implementing a robust revenue enhancement and cost-containment plan
- Ensuring the creation of high-performing and engaged organisational culture in the organization
- Drive organic and inorganic growth in respect of the revenue-generating business units

Qualification and Experience requirements:

- Master's degree or equivalent in Development Studies or Urban Planning/Development or Management of Social Sciences. (a PhD will be an added advantage)
- 10 years' experience in applied research in the urban and cities' development field
- 10 years' experience on Executive and Board level
- Experience in the Public Sector especially in the local government sphere
- Knowledge of the humanities, social sciences, technology and skills development
- Proven experience in negotiation value-creating partnerships across diverse sectors and organisations
- Experience in multi-disciplinary environments

Behavioural Skills requirements

Leadership Skills

Must be able:

- To create a positive work environment where all staff are motivated to do their best
- To convey confidence in a group's ability to prevail over challenges to reach its goals
- To link mission, vision, values, goals, and strategies to everyday work
- To see the potential in others and takes opportunities to apply and develop that potential
- To take calculated risks or a fresh approach to improve performance or reach a challenging goal
- To set clear, meaningful, challenging, and attainable group goals and expectations that are aligned with those of the organization

Management Skills

Must be able:

- To ensure the various program's goals, purpose, and criteria for success are achieved
- To ensure resources and skill sets among staff are available
- To integrate the ideas and needs of stakeholders in developing feasible strategies to achieve goals
- To obtain stakeholder acceptance of and support for the strategies
- To evaluate progress and success against performance standards

Planning

Must be able:

- To see where current trends will lead, and how they may influence the organization's direction
- To form and articulate a clear picture of the future the organization should strive for. Explains why that future is important and how current decisions make or break the chance to reach it
- To use a global perspective, reliably forecasts future needs and devises plans to meet those needs
- To analyze options and decisions based on long-term outcomes
- To translate the vision for the organization into clear strategies

Change Leadership Skill

Must be able:

- To manage, lead, and enables the process of change and transition while helping others deal with the impacts
- To recognize and communicate the potential benefits of change
- To recognizes and manages the challenges that can accompany change
- To encourage others to value change
- To develop improved ways of doing things, including new approaches or methods

Influencing Skill

Must be able:

- To obtain support from others of ideas, programs, or causes
- To actively promotes and solicits support for a program or cause. Builds credibility as a representative by demonstrating personal commitment and sharing information
- To use knowledge of audience views and interests, chooses, and employs diverse methods, tools, and resources to educate and build enthusiasm in potential partners and supporters
- To ensure others grasp the purpose and benefits of the program or cause
- To tailor messages to specific audiences to develop interest and endorsement
- To displays passion for the cause and sparks that same passion in others

Initiative

Must be able:

- To recognize situations that warrant initiative and moves forward without hesitation; reasonably resolves issues, problems, or situations
- To take independent action to change the direction of events or to achieve positive results

Business Development Skill

Must be able:

- To analyse opportunities for future organic and inorganic growth
- To inculcate an entrepreneurial mindset amongst executive and senior managers in the organization

Functional Skills Requirement:**Business Administration:**

- Must be able to allocate resources, plans procurement and oversees budgets and contracts to ensure fiscal stability of the organization

Consulting/Advising:

- Must be able to provide advice and counsel; understand the need of stakeholders and implement programs

Financial Management:

- Must be able to plan and monitor the use of expenditures to meet organizational objectives and compliance

Technical Solution Development:

Must be able:

- To innovate designs and solutions
- To in a methodically and logical way address stakeholders' needs

Technical Support:

Must be able:

- To understand urban development and the issues surrounding it in making SACN a relevant organisation
- To communicate effectively with municipalities and other stakeholders
- To listen to symptom descriptions, analyse problems, responds effectively, and ensure that the programs in SACN are aligned with the stakeholders needs

Technology Management:

Must be able:

- To use efficient and cost-effective approaches to integrate technology into the workplace and improve program effectiveness
- To develop strategies using new technology to enhance decision making. Understands the impact of technological change on the organization

Key Output Areas:

- The knowledge generation is transferred in a knowledge applications strategy and adding value
- To shareholders and members
- Implementation of SACN business strategy
- Program scoping and budgeting is aligned with strategy
- Measurement of impact of Programs on stakeholders
- Organizations resources are well utilized, and all vacancies and new positions filled
- Programs are implemented and progress reported to Board and stakeholders

To apply, please forward a detailed CV in MS Word format and a cover letter to e-mail: nastassiap@pinpointone.co.za

Enquiries: Clive H Viveiros, cell: 0823718303.

Closing time and date: Friday 04 August 2023 at 17h00.

PLEASE NOTE:

Communication will be limited to shortlisted candidates only. If you have not heard from us within 30 days of the closing date, please assume that your application has not been successful. It is the responsibility of candidates with foreign qualifications to have their qualifications SAQA verified.

SACN is committed to Employment Equity policies, promoting equity, and equal opportunity employment. Appointment is subject to appropriate reference checks, competency assessment and verification of all their credentials. The SACN is under no obligation to fill the position through advertising. A Head-Hunting methodology is also being used to attract the best candidate for the above role.