

Broadband Infraco

JOB DESCRIPTION

1. POSITION DETAIL

JOB TITLE	Chief Executive Officer	JOB GRADE	F2
JOB CODE			
DEPARTMENT	CEO		
DATE REVIEWED	November 2023		
LOCATION	Honeydew		
EMPLOYMENT STATUS	Fixed Term Contract (5 Years)		
JOB DESCRIPTION SUMMARY (PURPOSE OF JOB STATEMENT)			
• To provide leadership to the company. • Develop and Execute a strategic Plan to determine the company's mission and objectives and to promote revenue, profitability and growth as an organization. • Oversee the company operations to ensure production efficiency, quality, service and cost-effective management of resources are delivered in accordance with the organisational strategy. • Support Operations and administration of Board by advising and informing Board members, interfacing between Board and staff. • Interfaces between the Board and employees			
POSITION IN THE ORGANISATION			
2ND LEVEL LINE MANAGER	Shareholder		
1ST LEVEL LINE MANAGER	Board		
POSITION JOB TITLE	Chief Executive Officer		
1ST LEVEL SUBORDINATES	Chief Technical Officer, Chief Financial Officer, Chief Marketing & Sales Officer, Executive CRA, Executive: Human Resources, Company Secretary, Personal Assistant, Manager: Performance Monitoring & Evaluation		
2ND LEVEL SUBORDINATES			

2. POSITION DESCRIPTION

MAIN OUTPUTS AND RESPONSIBILITIES FOR THIS POSITION – <i>(Please provide a short description under each heading/output)</i>	WEIGHTING
Strategic • Plan, develop and implement overall company strategies for generating resources and/or revenue for the company • To ensure there is implementation of company strategy at all levels and that Broadband Infraco is achieving its mandate in terms of the Act. • Lead the development and refinement of the company's vision and promotes organization and stakeholder relation in the industry • To ensure the enforcement of proper governance as well as compliance to policies and procedures • To focus on enhancement of internal controls and correcting these while instilling discipline across the organisation • Support the overall process of management and corporate decision-making to ensure the organisation maximises its short, medium and long-term profitability and shareholder returns	50%
Technical • Oversees network operations of the organisation • Ensure ongoing network development to keep abreast of equipment developments in most appropriate and economic manner (equipment life cycle optimisation and management). • Lead network infrastructure development to meet customer service delivery requirements in the most effective manner from a total cost of ownership	25%
Financial and People Management • Ensure optimal organizational performance against both annual budget and company's long term strategy • Build and lead an effective and cohesive executive team • Ensure effective succession planning for executives. • Ensure employment equity and transformation in the company • Ensure effective management of human resources of the company according to approved policies and procedures that fully conform to current laws and regulation.	25 %

MAIN OUTPUTS AND RESPONSIBILITIES FOR THIS POSITION – <i>(Please provide a short description under each heading/output)</i>	WEIGHTING
TOTAL	100 %

3. JOB EVALUATION CRITERIA

A) KNOWLEDGE AND SKILLS	
FORMAL EDUCATION	• The minimum required qualification for this position is BEng , or Bsc Computer Science degree or ICT equivalent • Relevant Post Graduate Qualification • Msc or MBA/MBL qualification be an added advantage
TECHNICAL CERTIFICATION	• N/A
EXPERIENCE	• Ten years experience in a telecommunications or related service industry, with a strong background in technical or engineering. • A minimum of five years of the ten years' experience must have been spent managing people, of which at least three to five years must have been spent at Executive level in the public sector entities in South Africa. • Must be a strong team player with a commitment to value-based leadership. • Demonstrated expertise in the building, growing and servicing of a business and the management of a team at a professional level. • Effective, commercial experience in running a business unit/s. • Management and leadership knowledge and experience

B) DECISION MAKING

What are the most regular and complex challenges in the job? Please provide a couple of examples of regular problems that need to be resolved and not ad hoc scenarios or cases. Also indicate how these problems or challenges will be resolved.

- Positioning Broadband Infracore in the industry through networking strategies
- Ensuring profitable and sustainable growth for the company
- This role should be able to influence company wide policies, procedures, practices and overall performance
- The incumbent needs to analyse options and determine whether they will provide strategic and/or economic benefit and their implications for the business and make recommendations to the Board.

C) ACCOUNTABILITY

What type of decisions can the jobholder take within his/her area of accountability and what type of decisions will typically be referred to the direct manager for sign off? Please provide a couple of examples of regular decisions/problem solving or judgement calls and not ad hoc scenarios or cases.

Jobholder accountability

- The jobholder will account in terms delegation of authority and applicable legislation

D) COMMUNICATION

Please provide examples on the context, range and complexity of subject matters being communicated by the jobholder as well as the context, format and process of communication used to reach the target audience. Please refer to both verbal and written communication.

- Communicates across all levels, but particularly at executive and board levels within the organisation, presenting strategy to the Board and shareholder (Department of Public Enterprises)
- Networks within the industry in order to leverage business opportunities (existing and new)
- Interfaces with stakeholder to establish their requirements and ensure these are taken into account

4. COMPETENCIES (SKILLS, KNOWLEDGE & / PERSONALITY ATTRIBUTES)

1. Sound commercial skills
2. Good project and time management skills
3. Knowledge of business and management principles
4. Strong analytical skills
5. Disciplined completer
6. Ability to work in a pressured environment
7. Organisational skills
8. Leadership skills
9. Coordinating activities and resources (including performance management)
10. Ability to work collaboratively
11. 'Hands-on' management style
12. Penchant for being proactive
13. Generally and specifically the incumbent has to observe a high standard of ethics.
14. PFMA and Companies Act working understanding
15. Proven track record on good governance and achievement of targets

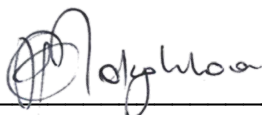
APPROVED BY DIRECT LEADER

Signature: _____ Date: _____

APPROVED BY DEPARTMENTAL EXECUTIVE

Signature: _____ Date: _____

CONFIRMED BY HR EXECUTIVE

Signature:  _____ Date: 2023-11-30

SIGNED BY INCUMBENT

Signature: _____ Date: _____