

SABC, THE EMPLOYER OF CHOICE, HAS THE FOLLOWING VACANCIES:

Group Executive: Technology

Reporting to the Group Chief Executive Officer, the successful candidate will lead the strategic development of the broadcaster on all technology-related issues and, working closely with the various divisions within the corporation, will provide creative leadership in implementing strategic and operational plans on the broadcasting technology platform, with particular focus on the digitisation of the corporation. As a key member of senior executive team, he/she will play a central role in integrating best-in-class technology with the responsibility for managing an extensive technology capital investment programme, and will lead the Technology Division Senior Team and ensure the implementation and delivery of an efficient and effective technology service to support the SABC's business requirements.

Key accountabilities: • Actively control the technology budget and a team of 1 200 people • Lead a number of existing business units within the technology group, namely: Henley Studios; Airtime OBs; Radio Broadcast Facilities; IT Networks; Engineering Services and Support Services • Anticipate technology and digital developments and proactively contribute to the broader strategic debate at Executive Group level and externally with potential business partners • Understand and communicate the strategic requirements for the SABC • Provide strategic advice to the GCEO and Executive Group on technology and distribution issues • Lead the development of the SABC's technology and digital strategy, working in close liaison with the Executive Group and senior colleagues across the SABC • Oversee relationships with key internal and external stakeholders at the most senior level • Coach, mentor and develop senior members of the technology division, instil best people development practices within the division and effectively manage succession planning among senior staff • Sponsor and lead key strategic and implementation projects • Establish a delivery and implementation focus within the technology division and influence such behaviour across the SABC • Oversee the running of the project management office and instil a culture of effective project management within the division • Champion new ways of working and encourage a collaborative, motivational and supportive working culture throughout the division • Overall responsibility for managing the SABC's partnership with third party suppliers/partner contracts for technology and digital services, and ensure all contracts meet strategic principles while maximising competitive advantages and cost-effectiveness • Promote the interests of the SABC by taking part in and leading industry groups • Identify new technology opportunities for and in accordance with SABC strategic principles • Work with the Executive Group on strategies for digital switchover.

Requirements: • An experienced graduate in IT, with extensive experience in leading a broadcast technology portfolio with strong project management capabilities • Executive Business/Management-related qualification • An inspired leader with the ability to integrate modern broadcasting and broad media technology • Leading-edge global knowledge and enthusiasm for developments in media technology • Excellent leadership and management skills with unrelenting commitment to programme management and development • A persuasive communicator able to give constructive input into the full range of commercial and strategic issues facing the corporation • A keen, in-depth understanding of the latest international trends in media technology, as well as digitisation, the multi-channel universe and new media. (Ref. 94358/1)

Chief Operations Officer

Key accountabilities: As a member of the Board and reporting to the Group Chief Executive Officer, with full day-to-day operating responsibility for the economic, content and platform performance of the SABC, the successful candidate will: • Ensure adherence to key performance areas, ie revenue, cost and quality • Ensure that the corporate strategy and the operational plans work in tandem and are geared towards positioning the SABC to being the best in class public broadcaster • Work closely with the Group Chief Executive Officer and take direct corporate strategy for the operational growth of the corporation in order to improve profitability and quality of the service offering • Build the digital and new media capabilities of the organisation • Lead the various cross-functional teams across the organisation.

Requirements: • A relevant degree/diploma and/or equivalent qualification • Extensive broadcasting experience at managerial level (5 years) • A commercially astute executive, with broad-ranging experience of success in broadcasting • Well-developed negotiation and relationship building skills at the most senior level • Evidence of having successfully established new business streams and exploited technology-related market opportunities • The ability to translate and promote the integration of new business objectives into financial, human capital and organisational development changes on an ongoing basis • A demonstrable passion for Public Service. (Ref. 94358/2)

Head: Strategy

Reporting to the Group Chief Executive Officer, the successful candidate will provide strategic thinking, analysis and business insights necessary to support strategic decision-making at corporate and business unit levels. He/she will assist SABC Management and key stakeholders to develop short-, medium- and long-term strategies.

Key accountabilities: • Facilitate, develop and, where necessary, coordinate short, medium- and long-term strategy at corporate and business unit levels • Determine the most leveraged strategic issues/areas to focus Corporate Strategy team resources • Establish clear goals and objectives for the Corporate Strategy division and its members • Prepare periodic strategic management reports and presentations on key strategic and operational issues • Provide project management support on key operational and strategic initiatives when required • Keep the Management Team abreast of local and international industry developments and trends that may impact the SABC • Monitor and report on key competitor activity • Implement an effective system of review and enforcement of compliance systems • Cooperate with regulatory and policy affairs to ensure compliance with broadcasting policies, legislation, regulations and licence conditions • Encourage skills transfer and the development of a strategic management culture within the organisation by creating management templates, facilitating workshops and otherwise engaging in activities that contribute to this aim • Periodically evaluate team members and recommend changes to salary and bonus awards as appropriate • Build, maintain and have overall managerial responsibility for the Corporate Strategy personnel and resources • Develop, implement and monitor the annual budget.

Requirements: • An Honours Business degree or equivalent qualification • 5-6 years' management consulting experience • Multi-project management experience in large corporate environments • Media experience would be preferred • Strong academic and leadership record • Experience in acting as a change agent • The ability to handle a demand-driven environment with quick turnaround • The ability to work independently in a dynamic environment • The ability to identify key strategic issues and lead the team to satisfactorily address and resolve those issues • Strong organisational and interpersonal skills • Strong analytical capability • Excellent communication skills • The ability to build consensus with key stakeholders • The ability to earn the respect of the Senior Management team and subordinates • The ability to motivate a team. (Ref. 94358/3)

Group Executive: Risk & Legal

Reporting to the Group Chief Executive Officer, the successful candidate will be a strategic partner in the decision-making process in order to identify legal and enterprise-wide risks within the organisation and provide professional advice on legal, commercial opportunities, risks and constraints within the broadcasting industry. He/she must safeguard the organisation, its customers, its reputation, assets and the interests of its stakeholders by identifying and managing all threats to the achievement of its business objectives. Further to this, the role includes the management, identification and reporting of legal and compliance risks and a responsibility to ensure the appropriate handling of challenges to current practices.

Key accountabilities: • Overall accountability for legal and risk management within the organisation • Implement effective systems to ensure formal monitoring, regular communication, employee knowledge and organisational compliance with all laws and management of risks that affect and/or relate to the SABC business and operations • Service business commercial, risk and legal needs within the organisation • Ensure that the SABC has a well-maintained risk register which is updated on an annual basis • Manage the process of identifying and assessing the risks affecting business and ensure mitigating actions are developed and applied • Monitor, evaluate and challenge the organisation's success in managing its risks • Advise and support business units on risk, legal and commercial law issues • Build a capable Risk and Legal Department in the form of competent and skilled professionals in all areas and with effective, sound business processes in place • Be accountable for the planning, cost-effective utilisation and achieving of the Risk and Legal Department budget • Formulate the legal and compliance strategy, policies and priorities in the context of known gaps and internal and external changes • Ensure that all interactions with regulators and third party legal advisors are managed and coordinated to avoid contradictions and ensure the best commercial result • Ensure own staff are motivated and perform as required through clear structure and performance and behavioural management • Ensure service expectations (from internal and external stakeholders) are met and any potential breakdowns are managed proactively.

Requirements: • Formulate the legal and compliance strategy, policies and priorities in context of known gaps and internal and external changes • Ensure that all interactions with regulators and third party legal advisors are managed and coordinated to avoid contradictions and ensure the best commercial result • Ensure own staff are motivated and performing as required through clear structure and performance and behavioural management • Ensure service expectations (from internal and external stakeholders) are met and any perceived breakdowns are managed proactively • Commerce or equivalent qualification • 7 years' job-related formal training • 10-12 years' job-related work experience • Experience in the corporate contracts, litigation and risk environments • Knowledge and understanding of public policy and legislation, and trends in the information and communications technology sector and industries • Knowledge and understanding of information and communications legislation and regulations • Senior Management experience • Strong commercial negotiating skills • Lateral thinking ability • Excellent communication, interpersonal and influencing skills • Solution and output orientation • Meticulous, precise, accurate and detail orientation • Excellent planning, prioritising and organising abilities. (Ref. 94358/4)

Preference will be given to candidates from designated groups in terms of the Employment Equity Act and the SABC's Employment Equity initiatives.

Human Communications has been retained to handle all responses. Interested persons should forward their applications, quoting the relevant reference number 94358, to sabc@humanresponse.co.za or fax: 086 245 0724. Alternatively, visit www.humanjobs.co.za and use the same reference number to make application.

Closing date: 15 February 2013

If you have not received any response within 6 weeks of the closing date, please accept that your application has been unsuccessful.

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