



EXTERNAL ADVERTISEMENT

Mpumalanga Economic Growth Agency (MEGA) is a Schedule 3D public entity of government in terms of the Public Finance Management Act, established by MEGA Act No 1 of 2010 under the executing authority of the Mpumalanga Department of Economic Development and Tourism (DEDT). The entity is mandated to champion sustainable economic development investments and empowerment projects that transform the lives of the people, reduce poverty, unemployment, and redress human settlement inequalities in Mpumalanga Province. MEGA is an entity undergoing organizational repositioning and transformation to implement the economic investment and empowerment strategy of the Mpumalanga Provincial Government.

MEGA seeks to recruit suitably qualified individuals to fill the following positions:

1. POSITION: CHIEF FINANCIAL OFFICER (Mbombela)

Reference code	FIN2024/12/11
Type of employment	5 – YEARS FIXED TERM CONTRACT
Objective	To formulate and execute MEGA’s financial strategy, policies and guidelines, supports the commercial success, compliance to PFMA and related finance principles as well as managing the introduction of financial best practice’s governance, accounting and treasury standards per the Public Finance Management Act that will ensure MEGA’s long-term financial viability and sustainability.
Required minimum qualification	B.Com Accounting, B.Com Honours; and Member of SAICA. Chartered Accountant or MBA will be an added advantage
Graded	E3

Required minimum work experience	5 -10 years' experience within financial strategic leadership; of which 5 years' experience is at a Senior Management Level in Finance or Financial Accounting.
Technical knowledge	<ul style="list-style-type: none"> • Excellent knowledge and understanding of the National Treasury's supply chain guidelines, principles, and procedures. • Excellent knowledge and understanding of relevant legislation and regulations (e.g., NCA, 34 of 2005; STIA and LTIA, 1998; FIS Act 2002. Companies Act, PFMA, Tax legislation) • Excellent Knowledge and understanding of accounting and auditing standards (GAAP, GRAP, IFRS, IAS)". • Excellent Knowledge and understanding of corporate governance
Key Performance Areas (KPA's)	<ol style="list-style-type: none"> 1. Oversees and leads the formulation of financial strategies of MEGA to articulate well-defined financial and business planning frameworks within which management can respond and contribute effectively. 2. Oversees and directs the development of the annual budget for Board approval; prudently manages MEGA's resources within the budget guidelines according to the PFMA guidelines and related principles (e.g., GRAP, etc.). 3. Leverages the MEGA's financial portfolio through sound financial decision-making and professionally advice the Board and CEO regarding recommended acquisitions, mergers, alliances, and third party outsourcing proposals and ensures that robust financial business cases to support all transactions and proposals are clearly articulated. 4. Evaluates supply chain and procurement strategy and plans to manage the investment of surpluses, and makes appropriate recommendations to ensure MEGA's financial sustainability. 5. Oversees and leads effective and efficient supply chain and asset management functions. 6. Oversees the design and implementation of the investment strategy and implementation plan and raises funds for MEGA to ensure the sustainability and viability of the organization.

	7. Leads executive management and guides financial reporting on the financial health of MEGA to the Board at regular intervals; oversees the provision of interim and Annual Report for distribution to the Board, shareholder, and other stakeholders; and ensures that the content of the information contained in the Annual Report complies with regulatory requirements.
	8. Leads and manages the MEGA management accounting, budgeting, and forecasting plans and processes.
	9. Ensures proper implementation and compliance to Risk Management Strategy and oversee implementation.
	10. Leads and guides MEGA's operational policies according to legislation and procedures; formulates approval of policies on budgeting, project financing, accounting, cost and management accounting, systems accounting, the compilation of statistics and the preparation of financial and cost reports, the control and protection of inventories and other assets and related reporting.

Competencies

Leadership Competencies

- Business Acumen
- Vision and Strategic Focus
- Performance Enabler
- Emotional Intelligence
- Alliance & Partnership Building

Core Competencies

- Integrity and ethical behaviour
- Innovation and initiative
- Customer focus and loyalty
- High Performing Organisation
- Organizational Commitment
- MEGA results focus

Generic Competencies

- Financial Management
- Programme Management
- Project Management
- Impact Communication
- Commitment to learning

2. POSITION: General Manager- Corporate Services (Mbombela)

Reference code	CS2024/12/12
Type of employment	5 – YEARS FIXED TERM CONTRACT
Objective	To provide strategic leadership to the Corporate Services of MEGA which include all aspects of HRM in a one-stop-shop, information technology, Communications and Marketing Enterprise-Wide Risk and administrative functions to ensure organisational efficiencies at all times.
Required minimum qualification	<ul style="list-style-type: none"> • B. Degree in HRM/ Law/ Labour/ Industrial Psychology / Business Management or related field; • Related post-graduate degree will be an added advantage
Graded	E2
Required minimum work experience	<ul style="list-style-type: none"> • 5 -10 years in Corporate Services management or related field; of which • 5 Years have been in Communications and Marketing/ICT/HRM or related support functions as a manager
Technical knowledge	<ul style="list-style-type: none"> • Excellent Knowledge of MEGA business and niche market; • Excellent Knowledge and understanding of MEGA strategy and business models; • In-depth knowledge of corporate governance policies and procedures • Competent knowledge of the Public Finance Management Act (PFMA) and Treasury regulations; • Excellent Knowledge and understanding of all Labour relations, Human Resource related legislation and Compliance requirements and ICT acts and guidelines; • Well-vested in Good Governance and King Code; • Excellent knowledge and understanding of the HR systems and practices; • Good knowledge and understanding of MEGA technology, systems and processes; and Risk Management • Very good knowledge of financial management and budgeting.
Key Performance Areas (KPA's)	1. Provides strategic leadership to the Corporate Services Division.

	2. Leads, directs and manages the development and implementation of the HRM, Information Technology, and Risk Management strategies, systems, and plans.
	3. Oversee the development and implementation of sound Corporate Services policies and procedures pertaining to IT, Risk Management, and HRM in alignment with the relevant acts and regulations to ensure that MEGA operates within the confines of good governance, guidelines, and reliable policies.
	4. Initiates, develops, builds, and sustains business partnerships, and critical stakeholders' relations (e.g. government, suppliers, and businesses) to ensure that the Corporate Services objectives are attained.
	5. Leads, prepares and manages the division's financial budget (capital and operational) to ensure sound financial accountability; compliance and accurate accounting and reporting that results in the division's financial self-sustainability.
	6. Oversee and holistically manage risks of MEGA by developing the risk management strategy and plan to align with the corporate governance requirements to ensure that all risk management processes pertaining to Corporate Services functions and Corporate Governance are planned for; with proper mitigation plans in place.

Competencies

Leadership Competencies

- Business Acumen
- Vision and Strategic Focus
- Performance Enabler
- Emotional Intelligence
- Alliance & Partnership Building

Core Competencies

- Integrity and ethical behaviour
- Innovation and initiative
- Customer focus and loyalty
- High Performing Organisation
- Organisational Commitment
- MEGA results focus

Generic Competencies

- Persuasive Negotiations
- Project Management
- Impact Communication
- Financial Management
- Commitment to learning

SUBMISSION OF APPLICATIONS:

Interested candidates should submit an application stating reference number, a detailed CV, and copies of qualifications and identity document to Human Capital Management e-mail address: recruits@mega.gov.za or hand-deliver to Human Capital Management, MEGA Office Park, 02 Eastern Boulevard, Riverside Mbombela.

REMUNERATION

MEGA offers a competitive remuneration and benefits package that may be negotiable based on qualifications, experience, and evidence of the current remuneration package of the successful candidate.

Enquiries: Ms. Lindi Tshabalala, 013 492 5818, or Elsie Ramodike

Closing date for applications: 19 April 2024 @ 16h00. No late application will be considered

MEGA is an equal opportunity and affirmative action employer. Preference will be given to applicants whose appointment will advance and enhance the gender and racial representation of the entity, in accordance with its equity plan. Applicants who have not been contacted within 60 days of the closing date may assume that their applications have been unsuccessful.