



## 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: GENERAL MANAGER- CORPORATE SERVICES (Mbombela)

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| <b>Reference code</b>                 | <b>CS2024/11/12</b>   |
| <b>Type of employment</b>             | <b>5 – YEARS FIXED TERM CONTRACT</b>  |
| <b>Objective</b>                      | 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. |
| <b>Required minimum qualification</b> | <ul style="list-style-type: none"> <li>• B. Degree in HRM/ Labour Law/ Industrial Psychology /Business Management or related field;</li> <li>• Related post-graduate degree will be an added advantage</li> </ul>   |
| <b>Graded</b>                         | <b>E2</b>   |

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| <b>Required minimum work experience</b> | <ul style="list-style-type: none"> <li>• 5 -10 years in Corporate Services management or related field; of which</li> <li>• 5 Years have been in Communications and Marketing/ICT/HRM or related support functions as a manager</li> </ul>   |
| <b>Technical knowledge</b>              | <ul style="list-style-type: none"> <li>• Excellent Knowledge of MEGA business and niche market;</li> <li>• Excellent Knowledge and understanding of MEGA strategy and business models;</li> <li>• In-depth knowledge of corporate governance policies and procedures</li> <li>• Competent knowledge of the Public Finance Management Act (PFMA) and Treasury regulations;</li> <li>• Excellent Knowledge and understanding of all Labour relations, Human Resource related legislation and Compliance requirements and ICT acts and guidelines;</li> <li>• Well-vested in Good Governance and King Code;</li> <li>• Excellent knowledge and understanding of the HR systems and practices;</li> <li>• Good knowledge and understanding of MEGA technology, systems and processes; and Risk Management</li> <li>• Very good knowledge of financial management and budgeting.</li> </ul> |
| <b>Key Performance Areas (KPA's)</b>    | <ol style="list-style-type: none"> <li>1. Provides strategic leadership to the Corporate Services Division.</li> <li>2. Leads, directs and manages the development and implementation of the HRM, Information Technology, and Risk Management strategies, systems, and plans.</li> <li>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.</li> <li>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.</li> </ol>   |

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|  | <p>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.</p>   |
|  | <p>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.</p> |

**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

**2. POSITION: GENERAL MANAGER: FUNDING**

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|---|---|
| <b>Reference code</b>                   | <b>FUN2024/11/11</b>  |
| <b>Type of employment</b>               | <b>5 –YEARS FIXED-TERM CONTRACT</b>   |
| <b>Objective</b>                        | MEGA funding division provides a turnkey operation that seamlessly integrates the deal value chain from origination (i.e., origination, evaluation, implementation, and post-lending support) through to the ongoing monitoring and final evaluation of the deal upon its repayment. Furthermore, the funding consolidates all the funding; i.e., debt and equity portfolios, strategically drive by providing a monitoring and reporting function. |
| <b>Required minimum qualification</b>   | <ul style="list-style-type: none"> <li>• B. Degree in Economics /Accounting/ Development Finance/ or related qualification; Post Graduate qualification in Commerce and Business management qualification, MBA/MBL will be an added advantage</li> </ul>  |
| <b>Graded</b>                           | <ul style="list-style-type: none"> <li>• <b>E2</b></li> </ul>   |
| <b>Required minimum work experience</b> | <ul style="list-style-type: none"> <li>• 8-10 years in DFI as a Funding or financing Senior Manager; of which</li> <li>• 6 years have been a financing manager; and more than 4 years of experience in financial modeling.</li> </ul>   |
| <b>Technical knowledge</b>              | <ul style="list-style-type: none"> <li>• Excellent knowledge and understanding of development finance</li> <li>• Excellent knowledge and understanding of the investment value chain</li> <li>• Excellent knowledge and understanding of relevant legislation and regulations (e.g., NCA, 34 of 2005; FIS Act 2002. Companies Act, PFMA, Tax legislation )</li> <li>• Excellent Knowledge and understanding of corporate governance</li> </ul>      |

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| <p><b>KPA's</b></p>   | <ol style="list-style-type: none"> <li>1. Creates and implements a strategy that facilitates innovative housing funding models and home loans that are designed to benefit both MEGA and clients; by leading and guiding processes for the issuing of home loans while implementing processes for the management of loan repayments and foreclosure processes for defaulters.</li> <li>2. Establishes and leads a sound strategy and implementation plan of the financing support to the intermediary public such as SMMEs and Cooperatives and Agriculture projects to advance the MEGA's development mandate.</li> <li>3. Implementable strategy and empowerment plan of those funded to ensure critical business advisory and capacity support aimed and ensuring the growth of beneficiaries to funding as well as effective financial management and accounting for sustainability and profitability.</li> <li>4. Builds and maintains business partnerships, critical stakeholders' relations (e.g. government, businesses, international relations), and investors to ensure that the funding division's objectives are attained to operationalize the corporate strategy.</li> <li>5. Leads prepare and manage human and financial resources of the division's budget (capital and operational) to ensure sound financial accountability; compliance and accurate accounting and reporting that result in the division's financial self-sustainability.</li> <li>6. Oversee and manage risks of the division through the development of the division's risk strategy and plan to align with the corporate governance requirements to ensure that all risk management processes of funding of SMMEs, Cooperatives, as well as Regional Networks, are timely planned and that proper mitigation plans are in place.</li> </ol> |
| <p><b>Competencies</b></p>  |  |
| <p><b>Leadership Competencies</b></p> <ul style="list-style-type: none"> <li>• Business Acumen</li> <li>• Vision and Strategic Focus</li> <li>• Performance Enabler</li> <li>• Emotional Intelligence</li> <li>• Alliance &amp; Partnership Building</li> </ul> | <p><b>Core Competencies</b></p> <ul style="list-style-type: none"> <li>• Integrity and ethical behaviour</li> <li>• Innovation and initiative</li> <li>• Customer focus and loyalty</li> <li>• High Performing Organisation</li> <li>• MEGA results focus</li> </ul>   |

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|-----------------------------|--|
| <b>Generic Competencies</b> |  |
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- Programme Management
- Impact Communication
- Financial Management
- Commitment to learning

**Note:** All candidates who submitted applications in response to the previous advertisement for GM: Corporate Services need not to reapply and will be reconsidered in accordance with the job requirements.

**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](mailto: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: Mthokozisi Manzini, 013 492 5818, or Elsie Ramodike**  
**Closing date for applications: 22 November 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.