



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: MANAGER - MANAGER - CEO'S OFFICE

Reference Code	CEO2025/09/01
Type of Employment	Permanent
Workstation	Mbombela
Objective	To provide comprehensive strategic support to the Office of the CEO and to coordinate all strategic deliverables by executive management to the CEO.
Required Minimum Qualification	• B. Degree in Business Management / Finance / Administration / Economics, or equivalent qualification. • Postgraduate qualifications in the relevant field will be an added advantage.
Graded	D2
Total Remuneration	R 997 195.65 - R 1 121 864.00 per annum
Required Minimum Work Experience	• 4-6 years' experience in the field of discipline. • 3 years of those years must have been spent in a Corporate or Development Finance Institution organisation as a manager or Specialist

Key Performance Areas and Inputs	1. To participate in and support MEGA's Corporate Strategy initiatives and partner with Executive Management to formulate and implement innovative ways to improve the execution of the Corporate Strategy through: • Generation of ideas to improve all MEGA's divisions' cross-functional and interdependent processes. • Translate such ideas into excellence models and plans that are implementable solutions to complex functional challenges. • Creation of a well-coordinated dashboard excellence management quality system to enable reporting for the CEO to the Board as well as to the CEO by Executive management so that organizational high performance and excellence is monitored and evaluated quarterly by the CEO; and • Development of guidelines for MEGA's management quality systems so that executive management is coordinated and consolidated in a high-level dashboard management quality system to enhance excellence within the CEO's Office.
	2. Oversee development and implementation of sound excellence modeling policies and procedures in alignment with the Corporate Strategy's strategic objectives to elevate good governance by: • Providing guidelines to Executive Management on implementing excellent modelling policies and procedures to ensure standardization across all divisions. • Facilitating workshops on developed policies and procedures of Excellence modeling to General Managers, Senior managers, and Specialists to ensure infiltration of such practices throughout MEGA as an organization. • Assisting all General Managers in implementing the management quality systems and monitoring their efficiency, and providing improvement input based on lessons learned and data gathered quarterly.
	3. Create and strengthens relationships of CEO's Office and Executive management to optimise service delivery in a manner that repositions MEGA as an Employer of Choice that exhibits itself as a high performer through addressing timeously internal and external clients' needs, dealing with client queries that require policy decisions to protect the image of MEGA and ensure client satisfaction through formulation of solutions that overcome organisational challenges.

	4. Manages the CEO's support staff by: • Ensuring that clearly defined roles and responsibilities with attainable performance indicators are given to staff. • Coordinating the CEO's Office support staff's Performance Management System that aligns and articulates MEGA's Competency Framework linked to the CEO's office's strategic objectives and performance measures to ensure that the CEO's Office models performing high organization behavior; • Holding all the relevant team members equally accountable, guides and coaches the team to provide direction and nurture the development of the team members' competence and career growth; and • Effectively manages the CEO's office team by implementing legislative principles and procedures, observing and adhering to labour relations guidelines and principles, and ensuring that the division and MEGA align with employment equity targets.
	5. Establish, develop, and facilitate networks with other Development Financing Institutions to share knowledge and promote best practices that MEGA shall incorporate to enhance improvements in excellence performance, self-sustainability, and attainment of its objective of being an Employer of Choice with measurable high-performance behaviour.
	6. Guides the CEO's Office compliance to governance and risk management by: • Ensuring compliance with procedures and relevant legislation; • Overseeing strategic and divisional risk management. • Providing advice and input into improving the risk management processes; and • Managing risk on a divisional and strategic level.
	7. Initiates, develops, builds, and sustains business partnerships; critical stakeholders' relations (e.g., suppliers, government, and businesses) to ensure that the Office of the CEO's objectives are attained.
	8. Assist the CEO with preparing the division's financial budget (capital and operational) and ensure sound financial accountability, compliance, and accurate accounting and reporting that result in the division's financial reports.
	9. Leads, manages, and coordinates EXCO, tactical and strategic Meetings of MEGA
	10. Provide oversight in developing all the reports that MEGA must issue annually, including the Annual Financial Report.
	11. Carries out additional duties or responsibilities, which fall reasonably within the domain of the role profile, or in accordance with operational requirements.
COMPETENCIES	

Functional Knowledge	• Extensive experience in development finance and an appreciation of the role of the MEGA • Extensive knowledge of Internal Audit • Extensive knowledge and understanding of the PFMA and National Treasury Regulations, and other related legislation • Extensive understanding of PFMA and treasury regulations; • In-depth knowledge and understanding of risk management; • In-depth knowledge and understanding of corporate governance for public entities;	
Behavioural Competences		Benchmark
Leadership Cluster	Business Acumen: Predicts future ICT sources of profitability	Level 4
	Vision and Strategic Focus: Shapes the vision and translates it into strategic focus and implementation	Level 4
	Performance Enabler: Provides and inculcates a high-performance environment.	Level 4
	Emotional Intelligence: Displays tenacity, expresses emotional intelligence, and promotes values.	Level 5
	Alliance & Partnership Building: Strategically networks to expand relationships and partnerships.	Level 5
Core Competencies Cluster	Integrity and ethical behaviour: Sets high ethical standards and leads by example.	Level 5
	Innovation and initiative: Develops high-impact approaches through research.	Level 5
	Customer focus and loyalty: Acts as a trusted service provider/ advisor and monitors customer satisfaction.	Level 5
	High Performing Organisation: Creates a performance and accountability culture and holds others accountable to it	Level 5
	Organisational Commitment: Shows extraordinary knowledge of MEGA as an organisation and models organisational commitment.	Level 5
	MEGA results focus: Steadfast and relied upon by customers and the internal team.	Level 5
Generic Cluster	Project Management: Coordinates and manages single to multiple projects successfully	Level 4
	Impact Communication: Uses complex communication strategies to influence others; communicates emphatically and enthusiastically.	Level 5
	Financial Management: Actively manages all financial resources, facilities, and assets to ensure maximum benefit, value for money, and manageable risks.	Level 5
	Commitment to learning: Systematically applies personal learning and supports others' development.	Level 5

2. POSITION: MANAGER - IT ARCHITECT & SYSTEMS

Reference Code	CS2025/09/01
Type of Employment	Permanent
Workstation	Mbombela
Objective	To provide a secure platform for MEGA's business operations and management of the ICT network, infrastructure and systems, ensuring that the associated systems perform accordingly.
Required Minimum Qualification	• B. SC degree in Computer Science / Information Technology / B. Tech in Information Technology, or related qualification • An Honours degree in Computer Science / Information Technology, or a related field will be an added advantage
Graded	D2
Total Remuneration	R 997 195.65 - R 1 121 864.00 per annum
Required Minimum Work Experience	• 4-6 years as a manager in the Information Communication Technology environment, of which • 4 years must have been in ICT programming, systems infrastructure, ICT configuration, and or data management
Key Performance Areas and Inputs	1. Provide technical leadership in the development of the medium- and long-term strategic objectives and management of MEGA's ICT infrastructure and systems by: • Overseeing ICT infrastructure design, code reviews, testing, and debugging of applications to ensure that uniform organization-wide application design standards are maintained. • Collaborating with MEGA executive management and other relevant stakeholders to ensure the architect is aligned with MEGA's business requirements. • Translating MEGA business requirements from different divisions into specific database solutions. • Creating data design models, database architecture, and data repository design; • Creating a testing database prototype; and • Developing MEGA's application systems, such as the user interface, middleware, etc. 2. Lead the planning and management of MEGA's management information by defining the strategic role of Information Systems (IS) and providing guidelines for information access by: • Providing guidelines and development of the IS Strategy and relating the IS Strategy to MEGA's Corporate Strategy; and • Providing MEGA with an integrated and structured approach to ICT service management, like ITIL, to improve the alignment between ICT and the business needs that align with ICT support and implementation.

	3. Develop and manage an ICT Security strategy and address business continuity, and manage the risk to ensure legislative demands and satisfy the need to safeguard reputation and technological infrastructure by: • Assessing and providing MEGA's specific ICT needs for the design, development and management of the recovery back-up of data and for protection against any security threat issues. • Evaluating the need for data encryption (at rest/in transit) in the light of network "threats" to data integrity. • Evaluating the risks to the MEGA business that security threats to information and ICT systems can cause. • Developing Security ethics and quality assurance; and • Implementing compliance with information security systems, standards, processes, and methods, namely, systems for access control, beam doors, cameras, provincial key points, etc. 4. Conduct periodic disaster recovery tests to determine the quality, performance, and functionality of MEGA's ICT architecture and systems design and converged communication architecture by: • Compiling a Risk Assessment report depicting ICT and environmental risks that may lead to disaster. • Support the installation, implementation, and testing of disaster recovery solutions. • Establishes disaster recovery testing methodologies; plans and coordinates the testing of recovery support and business resumption procedures in different functional areas; and • Assures that recovery procedures are adequate for restoring key corporate resources and resuming critical business processes. 5. Facilitate Network Support to provide specialized 2nd level network management advisory services to ensure proactive management of WAN/Facilities' infrastructures to clients by: • Providing specialized Network Management advisory services to ensure proper Incident management (WAN, Facilities) services and accurate service level management. • Ensure implementation of approved Network Management System policies, procedures, and standards; • Provide advanced maintenance of the various Network Management Systems according to client requirements; and • Technical support and troubleshooting of the relevant infrastructure, Operating systems and configurations.
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	6. Develop a communication plan to facilitate organizational changes that foster innovation by an appropriate evaluation system for ICT by: • Facilitate training for management and staff to promote technological drivers within MEGA. • Create a plan to overcome resistance to change from the business, including “selling” the benefits of new technology. • Effectively use Audiovisual tools to make the case for change within an organisation; explain to non-ICT staff the role of ICT in achieving corporate objectives and its place within the organisation. • Ensure that the case for change is presented effectively, using modern delivery techniques; and • Evaluate the Impact of an ICT solution on MEGA’s business, Clients/Suppliers, and Internal processes.
	7. Develop and manage the implementation of the ICT Security policy and procedures as well as architectural design and systems use within MEGA to promote ICT compliance about ICT architecture and systems’ functions in alignment to the relevant acts and regulations to ensure that MEGA’s ICT architect and systems operates within the confines of good governance, guidelines and reliable policies to enable: • Adherence to the relevant legislations, codes, policies, and procedures. • Access to relevant and reliable information; and • Accurate and timely reporting to the MEGA Board regarding ICT governance.
	8. Leads, directs, and manages the Corporate Strategy’s human resources through: • Clearly defined sub-division functions’ roles and responsibilities with attainable performance indicators. • Implement the Performance Management System that aligns and articulates MEGA’s Competency Framework linked to the sub-division’s strategic objectives and performance measures to ensure that IT becomes a high-performing. • Holding the relevant sub-divisional team members equally accountable, guides and coaches the team to provide direction and nurture the development of the team members’ competence and career growth; and • Effectively manages the IT teams by implementing principles and procedures, observing and adhering to labour relations guidelines and principles, and ensuring that the division, as well as MEGA, aligns with employment equity targets.
	9. Initiate, develop, build, and sustain business partnerships and relations with critical stakeholders (e.g., government, suppliers, and businesses) to ensure that the IT Infrastructure and Systems objectives are attained.

	10. Lead, prepare and manage the division's financial budget (capital and operational) ensures sound financial accountability; compliance and accurate accounting and reporting that results into division's financial reports.	
	11. Carry out additional duties or responsibilities, which fall reasonably within the domain of the role profile, or in accordance with operational requirement.	
COMPETENCIES		
Functional Knowledge	• In-depth knowledge and understanding of ICT Rules and Regulations and government regulations about ICT. • Good Knowledge of various database technologies and applications. • Knowledge of data security, operating systems, Backup, and recovery. • Excellent knowledge of all aspects of IT, and an in-depth understanding of Microsoft operating systems and Office applications. • Excellent knowledge of the Structured System and Design Methods (SSADM), • Service-oriented architecture (SOA), development methodologies (RUP, open-up, agile), and SDLC. • In-depth knowledge and understanding of risk management. • In-depth knowledge and understanding of Corporate governance. • In-depth knowledge and understanding of Labour Relations Act and related regulations. • In-depth knowledge of Public Finance Management Act (PFMA) and Treasury regulations.	
Behavioural Competences		Benchmark
Leadership Cluster	Business Acumen: Predicts future ICT sources of profitability	Level 4
	Vision and Strategic Focus: Shapes the vision and translates it into strategic focus and implementation	Level 3
	Performance Enabler: Provides and inculcates a high-performance environment.	Level 4
	Emotional Intelligence: Displays tenacity, expresses emotional intelligence, and espouses values.	Level 4
Core Competencies	Integrity and ethical behaviour: Sets high moral standards and leads by example	Level 5
	Innovation and initiative: Develops high-impact approaches through research.	Level 5
	Customer focus and loyalty: Acts as a trusted service provider/ advisor and monitors customer satisfaction	Level 5
	High Performing Organisation: Creates a performance and accountability culture and holds others accountable to it	Level 5
	Organisational Commitment: Shows extraordinary knowledge of MEGA as an organisation and models organisational commitment.	Level 5

	MEGA results focus: Steadfast and relied upon by customers and the internal team.	Level 5
Generic Cluster	Project Management: Coordinates and manages single to multiple projects successfully	Level 4
	Impact Communication: Uses complex communication strategies to influence others; communicates emphatically and enthusiastically.	Level 5
	Financial Management: Actively manages all financial resources, facilities, and assets to ensure maximum benefit, value for money, and manageable risks.	Level 4
	Commitment to learning: Systematically applies personal learning and supports others' development.	Level 4

3. POSITION: MANAGER- IT SUPPORT

Reference Code	CS2025/09/02
Type of Employment	Permanent
Workstation	Mbombela
Objective	To manage and direct all MEGA's applications design, Functional Application Support, and Information Communication Technology ("ICT") compliance to ensure continuous ICT improvement and the ability for MEGA lines of business to be executed efficiently and effectively while in compliance with all ICT laws and regulations.
Required Minimum Qualification	• B degree in Computer Science / Information Technology / B Tech in Information Technology, or related qualification • An Honours degree in Computer Science / Information Technology or a related field will be an added advantage
Graded	D2
Total Remuneration	R 997 195.65 - R 1 121 864.00 per annum
Required Minimum Work Experience	• 4 - 6 years in the ICT environment, of which • 4 years must have been in an ICT Office or related function
Key Performance Areas and Inputs	1. Develop and ensure implementation of the ICT Support function's medium and long-term strategic objectives to ensure MEGA's ICT efficiencies for day-to-day delivery and adherence to all ICT compliance requirements through: • Ensuring adherence to regulatory framework by management. • Develop the ICT Support framework and manage rollout and practical implementation across MEGA. • Manage and implement the delivery of Business Analysis that impacts ICT support activities; and • Providing a quality assurance role and adhering to the appropriate standards and good practice

	2. Manage and implement ICT compliance by MEGA by ensuring that MEGA complies with the standards and regulatory requirements of ICT by: • Evaluating and assessing MEGA's ICT compliance with the regulatory framework. • Ensuring and managing the compliance of the organisation's licenses. • Implementing and facilitating a compliance training programme to empower staff and management on ICT compliance; and • Provide and explain the ICT laws and legal framework and help MEGA determine the relevance of all these to the organization.
	3. Conduct and implement compliance evaluation and monitoring to ensure protocol, dissemination of compliance specifications, and: • Develop and implement procedures, standards, and protocols. • Provide compliance advice, expertise, and guidance to MEGA business divisions. • Ensure the dissemination of compliance specifications, procedures, standards, and related materials. • Protect and enhance MEGA's reputation; and • Introduce, implement, and review service management processes across all business divisions
	4. Assess, manage, and implement all ICT related risks through ICT audit check, assessment to ensure delivery, and make recommendations for auditing check: • Plan and implement delivery of audit checks for ICT compliance purposes. • Implement and take responsibility for ensuring risk assessments are undertaken and make recommendations for action. • Ensure Service Business Continuity Plan and Disaster Recovery Plan are considered; and • Ensure and fulfil all relevant internal and external auditing requirements are met to ensure compliance.

	5. Manage the development, implementation, maintenance, and support of MEGA's deployed ICT solution to ensure a continuous ICT improvement system solution in MEGA's business divisions through: • Implementation of the entire ICT business process integration (e.g., Finance, Human capital, Properties and Infrastructure, Funding, Communications, etc.); • Implementation of the smooth ICT system rollout for a glitch-free working environment for all divisions; and • Ensuring that the intranet is always functional and organisational server is always accessible at all times.
	6. Conduct research to determine means of implementing technology and network-based support systems that increase MEGA's performance and productivity, staying up to date with current and emerging technology and computing trends. Plan and coordinate the ICT's day-to-day duties to ensure that, amongst others: • Hardware and software installations and upgrades are up to date. • Implementation and programming of computer networks and software is operational; and • Development of official intranet and blockages for any private or public Internet sites to ensure security.
	7. Manage and directs the ICT technical team to support all aspects of the ICT Support Service, taking operational responsibility for the team by ensuring that all interfaces with other business divisions are conducted professionally and with efficiencies to ensure that the internal ICT Support is value for money.
	8. Manage and implement ways that technology and network-based ICT support systems can increase MEGA and its productivity by: • Evaluating the functionality of ICT support systems. • Consulting computer users to ascertain needs and ensure facilities meet user or project requirements. • Managing a team of ICT support staff, including programmers, analysts, and support specialists; and • Implementing and managing security, integrity, and backup procedures. • Scheduling upgrades
	9. Facilitate ICT analysis across MEGA to determine ICT services appropriateness to ensure effective determination of solutions to business problems across the MEGA business divisions and units; and oversee the infrastructure, systems, business applications, and data customisations to meet the needs of MEGA's different business divisions.

	10. Transform the ICT services of MEGA into a single seamless high-quality service across all MEGA business divisions to effectively balance the needs of MEGA as an organization through: • The development of a continuous service improvement culture within the ICT service ensures that it can continue evolving in line with the changing business. • Prepare and set the strategy and plan for monitoring and managing the performance of ICT-related • Systems and services, regarding their contribution to business performance, propose hardware and/or software solutions to accomplish the company's business objectives.
	11. Manages financial resources efficiently and effectively to avoid ICT audit queries and to ensure that MEGA derives value for money through: • Sound planning and forecasting of capital expenditure within ICT Support. • Compilation of budget inputs in accordance with policies, procedures, and legal requirements. • Managing costs against the approved budget; and • Producing budget and compliance reports for relevant stakeholders.
	12. Set up a well-structured ICT support service to MEGA as a whole by: • Developing and overseeing the implementation of structured ICT operations services and helpdesk model. • Creating a troubleshooting ICT end-user system (e.g., issues with login, various software and hardware applications, telecom systems, etc.); and • Systematic, procedural, and practical desktop support system.
	13. Manage the project IT human resources through: • Inputs into clearly defined units' roles and responsibilities with attainable performance indicators. • Implement the Performance Management System that aligns and articulates MEGA's Competency Framework linked to the division's strategic objectives and performance measures to ensure that the Projects Risk Management unit becomes a high-performance unit. • Holding the relevant team members equally accountable, guides and coaches the team to provide direction and nurture the development of the team members' competence and career growth; and • Effectively manages the team by implementing legislative principles and procedures, observation and adherence to labour relations guidelines and principles, and ensures that the division and MEGA align to employment equity targets.

	14. Initiate, develop, build, and sustain business partnerships and relations with critical stakeholders (e.g., government, suppliers, and businesses) to ensure that the ICT objectives are attained.	
	15. Carry out additional duties or responsibilities, which fall reasonably within the domain of the role profile, or in accordance with operational requirements.	
COMPETENCIES		
Functional Knowledge	• In-depth knowledge and understanding of ICT Rules and Regulations • Good knowledge of database technologies and applications with a functional domain • Structured System and Design Methods (SSADM), • Service-oriented architecture (SOA), development methodologies (RUP, open-up, agile), SDLC, and in-depth risk management knowledge and understanding. • In-depth knowledge and understanding of Corporate governance. • In-depth knowledge and understanding of Labour Relations Act and related regulations • In-depth knowledge of Public Finance Management Act (PFMA) and Treasury regulations.	
Behavioural Competences		Benchmark
Leadership Cluster	Business Acumen: Predicts future ICT sources of profitability	Level 4
	Vision and Strategic Focus: Shapes the vision and translate it into strategic focus and implementation	Level 4
	Performance Enabler: Provides and inculcates a high-performance environment.	Level 4
	Emotional Intelligence: Displays tenacity, expresses emotional intelligence, and promotes values.	Level 4
	Alliance & Partnership Building: Strategically networks to expand relationships and partnerships	Level 4
Core Competencies	Integrity and ethical behaviour: Sets high moral standards and leads by example	Level 5
	Innovation and initiative: Develops high-impact approaches through research.	Level 5
	Customer focus and loyalty: Acts as a trusted service provider/ advisor and monitors customer satisfaction	Level 5
	High Performing Organisation: Creates a performance and accountability culture and holds others accountable to it	Level 5
	Organizational Commitment: Shows extraordinary knowledge of MEGA as an organization and models organisational commitment.	Level 5
	MEGA results focus: Steadfast and relied upon by customers and the internal team.	Level 5

Generic Cluster	Project Management: Coordinates and manages single to multiple projects successfully	Level 4
	Impact Communication: Uses complex communication strategies to influence others; communicates emphatically and enthusiastically.	Level 5
	Financial Management: Actively manages all financial resources, facilities, and assets to ensure maximum benefit, value for money, and manageable risks.	Level 4
	Commitment to learning: Systematically applies personal learning and supports others' development.	Level 4

4. POSITION: MANAGER- COMMUNICATIONS

Reference Code	CS2025/09/03
Type of Employment	Permanent
Workstation	Mbombela
Objective	To provide marketing and communication services internally and externally to MEGA and its subsidiaries and assures that consistent marketing and communication messaging promotes the image and brand of MEGA.
Required Minimum Qualification	• B degree in Communications / Public Relations and Communications / Communication and Marketing or a related post graduate qualification. • A Postgraduate qualification in a related field of study will be an added advantage
Graded	D2
Total Remuneration	R 997 195.65 - R 1 121 864.00 per annum
Required Minimum Work Experience	• 4-6 years in Communications /Public Relations / Marketing and Communication or related field; <i>of which</i> • 4 years must have been in the Communications, including public relations or advertising environment
Key Performance Areas and Outputs	1. Coordinate and manage the Communication services by: • Formulating and developing the Communication unit's medium and long-term strategic objectives; and • Directing the implementation of the unit's medium and short term plan while ensuring that risks related to marketing, public relation, media and communication are minimizes or mitigated timely to ensure that MEGA 's messaging is coordinated and consistent. 2. Develops an action and operational plan for Communication unit which incorporates objectives that work towards the sub-divisional strategic direction; project marketing and communication strategies and ensure that all developed presentations and promotional materials for the stakeholders, investors and the public are well-written and succinct.

	3. Oversee internal and external communication platforms that include, media coverage, liaison and monitoring. Serve as public relations and communications person for MEGA (when need be), ensure proper representation to all stakeholders, media, community and the general public. Ensure accuracy and evaluate impact of information before release to the public and/or media.
	4. Oversee the implementation and evaluation of the Communication unit's projects which includes publication of annual reports by reviewing and implementing the marketing and communication strategies and ensuring that there is adequate community and media awareness about MEGA
	5. Implement the communications' systems, policies and procedures to enhance the smooth operation of the marketing and communications unit and ensure that guidelines are adhered to at all times
	6. Use the budgets for the Communications unit and its activities, monitor budget expenditures and assure adherence and evaluate performance.
	7. Cooperate with units within Communications and Strategy Division in order to conduct the biannual client surveys on perception of MEGA, assist the consolidation of the survey results so as to provide Executive management and the Board with strategies to implement corrective and or improvement programs and amongst others: • suitability of MEGA's loan products to the target market; • MEGA's packaged products and appropriateness to the Market; • Communications impact both locally and internationally; and • MEGA image to existing investors and potential both locally and internationally.
	8. Conduct research and analyze market trends, recommend changes to marketing and communications and public relations development strategies based on analysis and feedback.
	9. Oversee creation and delivery of press releases, content of marketing material, advertisements, and other communications materials and ensure marketing and advertising content carry the brand messages that are consistent and represent MEGA as a Development Finance Institution.
	10. Initiate, develops, builds and sustains business partnerships; critical stakeholders' relations (e.g. government, investors, suppliers and businesses) in order to ensure that the unit's objectives are attained.
	11. Lead, prepare and manage the unit's financial budget (capital and operational) ensures sound financial accountability; compliance and accurate accounting and reporting that results into division's financial self- sustainability.
	12. Carry out additional duties or responsibilities, which fall reasonably within the domain of the role profile, or in accordance with operational requirement
	Competencies

Functional Knowledge	• Extensive knowledge and understanding of the DFI environment • Extensive knowledge and understanding of the PFMA and National Treasury • Regulations, and other related legislation • In-depth knowledge and understanding of risk management. • In-depth knowledge and understanding of corporate governance • Broad understanding of the growth and development strategy and the role of development agencies • Knowledge of the MEGA Act of 2010 • Excellent Business Development principles	
Behavioural Competences		Benchmark
Leadership Competencies	Business Acumen: Predicts future sources of profitability	Level 4
	Vision and Strategic Focus: Shapes the vision and translate it into strategic focus and implementation	Level 4
	Performance Enabler: Provides and inculcates a high-performance environment	Level 4
	Emotional Intelligence: Displays tenacity, expresses emotional intelligence, and promotes values.	Level 5
	Alliance & Partnership Building: Strategically networks to expand relationships and partnerships.	Level 4
Core Competencies	Integrity and ethical behaviour: Sets High ethical standards and leads by example.	Level 5
	Innovation and initiative: Develops high-impact approaches through research.	Level 5
	Customer focus and loyalty: Acts as trusted service provider/ advisor and monitors customer satisfaction.	Level 5
	High Performing Organisation: Creates a performance and accountability culture and holds others accountable.	Level 5
	Organizational Commitment: Shows extraordinary knowledge of MEGA as an organisation and models organisational commitment.	Level 5
	MEGA results focus: Steadfast and relied upon by customers and the internal team.	Level 5
Generic Cluster	Project Management: Coordinates and manages single to multiple projects successfully	Level 4
	Impact Communication: Uses complex communication strategies to influence others; communicates emphatically and enthusiastically.	Level 5
	Financial Management: Manages all financial resources actively, facilities, and assets to ensure maximum benefit, value for money, and manageable risks.	Level 4
	Commitment to learning: Systematically applies personal learning and supports others' development.	Level 5

5. POSITION: MANAGER – MARKETING

Reference Code	CS2025/09/04
Type of Employment	Permanent
Workstation	Mbombela
Objective	To manage marketing, advertising, and promotional activities and take steps to measure, enhance, and enrich the position and image of MEGA nationally and internationally.
Required Minimum Qualification	• B degree in Marketing / Advertising, or related field • An Honours degree or related postgraduate qualification will be an added advantage
Graded	D2
Total Remuneration	R 997 195.65 - R 1 121 864.00 per annum
Required Minimum Work Experience	• 4-6 years in Advertising / Marketing, or related field, <i>of which</i> • 4 years must have been in the Marketing or Advertising
Key Performance Areas and Outputs	1. Coordinate and manage the Marketing services by: • Formulating and developing the Marketing unit's medium and long-term strategic objectives. • Directing the implementation of the unit's medium- and short-term plan while ensuring that risks related to marketing are minimized and/or mitigated, ensuring that MEGA's promotional and marketing products are well coordinated and positioned. • Developing a marketing plan that effectively markets MEGA and educates investors, stakeholders, and the public in terms of MEGA's products and services, activities, and related issues; and • Develop a marketing framework for MEGA based on new concepts, business models, channels, and partners to position the business as an innovator and leader within the province and target national repositioning. 2. Develop an action and operational plan for the Marketing unit that incorporates objectives that work towards the sub-divisional strategic direction. Ensure the implementation of promotional and marketing strategies that are succinct, well-positioned, and articulate MEGA's products and services for and with stakeholders and the public. 3. Manage the articulation of MEGA's desired image and position and ensure consistent promotion of the image and exposure of the brand throughout the province, nationally, and internationally. 4. Implement and evaluate the Communication unit's projects, which include the publication of annual reports by: • Reviewing and implementing the marketing strategies; and • Ensure community and media awareness of MEGA.

	5. Implement the Marketing systems, policies, and procedures to enhance the marketing unit's smooth operation and ensure that guidelines are always followed.
	6. Use the budgets for the marketing unit and its activities, monitor budget expenditures, and ensure adherence and evaluate performance
	7. Conduct the biannual client surveys on perception of MEGA, assist in the consolidation of the survey results to provide Executive management and the Board with the information to implement corrective and or improvement, including: • Suitability of MEGA's loan products to the target market. • MEGA's packaged products and their appropriateness to the market. • Marketing impact both locally and internationally; and • MEGA image to existing investors and potential investors, both locally and internationally
	8. Conduct research and analyse market trends. Based on analysis and feedback, recommend changes to marketing and business development strategies.
	9. Oversee creation and delivery of press releases, advertisements, and other marketing materials, and ensure that design, print ads, and publications carry the consistent brand messages.
	10. Carry out additional duties or responsibilities, which fall reasonably within the domain of the role profile, or in accordance with operational requirements.
	11. Initiate, develop, build, and sustain business partnerships and relations with critical stakeholders (e.g., government, suppliers, and businesses) to ensure that the unit's objectives are attained.
	12. Lead, prepare and manage the division's financial budget (capital and operational) ensures sound financial accountability; compliance and accurate accounting and reporting that results into division's financial reports.
	13. Carries out additional duties or responsibilities, which fall reasonably within the domain of the role profile, or in accordance with operational requirement.
	Competencies
Functional Knowledge	• Extensive knowledge and understanding of the DFI environment • Extensive knowledge and understanding of the PFMA and National Treasury • Regulations, and other related legislation • In-depth knowledge and understanding of risk management. • In-depth knowledge and understanding of marketing • Broad understanding of the growth and development strategy and the role of development agencies • Knowledge of the MEGA Act • Excellent Business Development principles

Behavioural Competences		Benchmark
Professional Cluster	Conceptual & Critical Thinking: Uses the big picture extractions as a foundation for subsequent tasks performance and succinct decision-making while applying the generated solutions to improve performance that is significantly different from typical solutions with a measurable impact on MEGA	Level 5
	Team Leadership: Willingness to support team decisions by encouraging team members to identify information and resources needed to achieve results and team objectives and proactively facilitates the attainment of such quality information/data to enhance team quality work.	Level 5
	Project & Quality Management: Plans short-term projects in anticipation of obstacles and puts risk-augmented plans in place to realistically deal with challenges. Keeps clear records of project data, resources, and self-progress and manages customer-related interferences timely by reverting timeously to project/task changes to register unexpected requirements /demands and escalates problems timely for immediate action.	Level 4
	Performance Enabler: Provides and inculcates a high-performance environment.	Level 4
	Emotional Intelligence: Displays tenacity, expresses emotional intelligence, and espouses values.	Level 5
Core Competencies	Integrity and ethical behaviour: Sets High moral standards and leads by example.	Level 5
	Innovation and initiative: Develops high-impact approaches through research.	Level 5
	Customer focus and loyalty: Acts as a trusted service provider/ advisor and monitors customer satisfaction.	Level 5
	High Performing Organisation: Creates a performance and accountability culture and holds others accountable.	Level 5
	Organisational Commitment: Shows extraordinary knowledge of MEGA as an organisation and models organisational commitment.	Level 5
	MEGA results focus: Steadfast and relied upon by customers and the internal team.	Level 5
Generic Cluster	Project Management: Coordinates and manages single to multiple projects successfully	Level 4

	Impact Communication: Uses complex communication strategies to influence others; communicates emphatically and enthusiastically.	Level 5
	Financial Management: Manages all financial resources actively, facilities, and assets to ensure maximum benefit, value for money, and manageable risks.	Level 4
	Commitment to learning: Systematically applies personal learning and supports others' development.	Level 5

6. POSITION: OFFICER- CONTRACT MANAGEMENT SUPPORT

Reference Code	FIN2025/09/01
Type of Employment	12 Months Fixed-term Contract
Workstation	Mbombela
Objective	To provide support to contract management services necessary to ensure effective contract management in compliance with the contract terms and safeguarding MEGA's interests in its contractual relationships.
Required Minimum Qualification	• National Diploma in Supply Chain Management / Procurement, or equivalent qualification • A degree in Finance / Law / Business Administration, or equivalent will be an added advantage
Total Remuneration	R 171 924.00 per annum
Required Minimum Work Experience	• 2-4 years' experience in a Supply Chain and or Contract Management as an Officer, of which • 2 years must have been in the Supply Chain / Procurement / Contract Management field
Key Performance Areas and Inputs	1. Assist the Contract Management Manager in developing the Contract Management strategy and plan by providing inputs that enhance the development of the contract management strategy and implementation plan.
	2. Provide data and information to build adequate internal controls, proper design, and functioning of a client-oriented procurement management system for projects and related reporting requirements.
	3. Assists in implementing the systems for internal control that would ensure mandated procurement policies, processes, and practices are adhered to and supports the development of procurement contract management systems.

	4. Assists and supports the Contract Manager in developing and administering contracts. • Performance parameters for all concluded contracts. • Serve as a liaison between internal and external parties during contract development and negotiation. • Resolve any existing contract conflicts; and • Contract management recommendations in consultation with internal stakeholders.	
	5. Ensures that a contract management planning system is in place and provides specific guidance.	
	6. Negotiates and administers contracts on behalf of the Contract Manager, including researching and preparing reports and other documents as required on a timely basis.	
	7. Ensures that monthly, quarterly, and annual procurement plans and progress reports required are always up to date and that the quality and performance measurement mechanisms are up to standard.	
	8. Supports with activities required by the contract, including. • Logistical support. • Accreditation and licensing; and • Verification of suppliers and goods.	
	9. Assists with monitoring activities and performance of subcontractors through conducting audits on the quality of service.	
	10. Carry out additional duties or responsibilities that fall reasonably within the domain of the role profile or under operational requirements.	
COMPETENCIES		
Functional Knowledge	• Good knowledge and understanding of development finance • Good knowledge and understanding of the Supply Chain processes and Regulations • Good knowledge and understanding of relevant legislation and regulations (e.g., NCA, 34 of 2005; FIS Act 2002, Companies Act, PFMA, Tax legislation) • Excellent knowledge and understanding of Contracts management • Good Knowledge and understanding of corporate governance. • Good knowledge of the MEGA Act	
Behavioural Competences		Benchmark
Professional Cluster	Conceptual & Critical Thinking: Uses the big picture extractions as a foundation for subsequent task performance and succinct decision-making while applying the generated solutions to improve performance significantly different from typical solutions with a measurable impact on MEGA.	Level 5

	Team Leadership: Willingness to support team decisions by encouraging team members to identify information and resources needed to achieve results and team objectives, and proactively facilitates the attainment of such quality information/data to enhance team quality work.	Level 5
	Project & Quality Management: Plans short-term projects in anticipation of obstacles and puts risk-augmented plans in place to realistically deal with challenges. Keeps clear records of project data, resources, and self-progress and manages customer-related interferences timely by reverting timeously to project/task changes to register unexpected requirements /demands and escalates problems timely for immediate action.	Level 4
	Research and Knowledge management: Uses systematic approaches to do research and shares updates. Understands the process of using multiple tools to research and acquires critical information, updated knowledge into one's field of expertise, by integrating research outcomes into project and task planning, and stores such information for further use in one's area of work to ensure best practices at all times.	Level 5
Core Competencies	Integrity and ethical behaviour: Sets high ethical standards and leads by example	Level 5
	Innovation and initiative: Develops high-impact approaches through research.	Level 5
	Customer focus and loyalty: Acts as a trusted service provider/ advisor and monitors customer satisfaction	Level 5
	High Performing Organisation: Creates a performance and accountability culture and holds others accountable to it	Level 5
	Organisational Commitment: Shows extraordinary knowledge of MEGA as an organisation and models organisational commitment.	Level 5
	MEGA results focus: Steadfast and relied upon by customers and the internal team.	Level 5
Generic Cluster	Project Management: Coordinates and manages single to multiple projects successfully	Level 4
	Impact Communication: Uses complex communication strategies to influence others; communicates emphatically and enthusiastically.	Level 5
	Financial Management: Actively manages all financial resources, facilities, and assets to ensure maximum benefit, value for money, and manageable risks.	Level 4

	Commitment to learning: Systematically applies personal learning and supports others' development	Level 4
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SUBMISSION OF APPLICATIONS:

Interested candidates should submit an application stating a reference number, a detailed CV, and copies of qualifications and identity document to the Human Capital Management e-mail address: recruits@mega.gov.za

REMUNERATION

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

Enquiries: Elsie Ramodike, 013 492 5818, or Mthokozisi Manzini

Closing date for applications: 31 October 16h00. No late applications 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.