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Vol. 656

21

**February
Februarie**

2020

No. 43042

Contents

<i>No.</i>		<i>Gazette No.</i>	<i>Page No.</i>
GENERAL NOTICES • ALGEMENE KENNISGEWINGS			
Non-Governmental Organization/ Nie-Regeringsorganisasie			
109	SABC Group Executive: Human Resources: 5 Year Fixed Term Contract Position	43042	4
110	SABC Group Executive: Technology: Fixed Term Contract (5 years)	43042	5
111	SABC Group Executive: Commercial Enterprises: 5 year Fixed Term Contract Position	43042	6

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

NON-GOVERNMENTAL ORGANIZATION

NOTICE 109 OF 2020



GROUP EXECUTIVE: HUMAN RESOURCES

Report Line : Group Chief Executive Officer
 Division : Human Resources
 Scale Code : 115
 Position ID : 60004497

5 YEAR FIXED TERM CONTRACT POSITION

Reporting to the Group Chief Executive Officer, the incumbent will be responsible for providing visionary and strategic Human Resources leadership in the development and implementation of a dynamic Human Resources framework and operation for the South African Broadcasting Corporation, aligned to Human Resource best practice and business requirements, resulting in the successful achievement of the SABC business objectives/goals and business growth.

Duties and Responsibilities: Develop and implement a best practice Human Resources Operation (including the review of Human Resources policies, practices, processes, systems, etc) which will contribute to business success. Provide visionary leadership in the development and implementation of a Human Resources strategy for the SABC, aligned to the SABC Corporate Business Strategy. Develop and implement a relevant Human Resources Structure resourced with a capable and competent Human Resources Team. Direct, manage, motivate/inspire and develop Human Resources employees nationally. Drive a Performance and Reward Framework (strategy, policies, processes, system, etc) which will contribute towards the establishment of a performance-driven culture and workforce. Support the Employee Relations Framework (structure, policies, processes, etc) which will result in a harmonious work environment and ensure the implementation of fair labour practices and compliance with labour legislation. Support the Talent Management Framework (including succession planning) which will ensure the attraction, retention and ongoing development of talent, resulting in a skilled and competent workforce. Drive the Human Resources Transformation strategies of the SABC in conjunction with business partners. Support Employee Wellness Strategies which will contribute to employee well-being and ensure compliance with statutory Occupational Health requirements. Develop and execute internal control measures and HR policies to ensure good governance. Cost-effectively manage the Human Resources Budget. Review and implement a Risk Management Plan in line with the organizational Risk Framework in order to minimize risk from an HR perspective within the Corporation.

Required Knowledge, Skills, and Abilities: Leadership and team management Change Management Business planning Knowledge of HR practices in a media environment Budget management PFMA and relevant treasury regulations Strategic management Legal standards and regulations.

Education and Experience:

- Postgraduate qualification in Human Resources, Industrial Psychology or related fields. Master's degree in Business or Human Resources Management or a related field would be advantageous.
- 10 years' senior/executive human resources management experience within a large complex organization with exposure to the different HR disciplines, such as remuneration, talent management, labour relations, organizational development, change management, etc. Extensive experience in the development and successful implementation of Human Resources strategies and the alignment thereof with Business Strategy.

Contact Person: Courtney Chikowore at Warrior Talent on (011) 058 0030 / (011) 075 2744. Warrior Talent invites candidates with relevant experience to submit their applications to: courtney@warriortalent.co.za. All materials and communications will be held in absolute confidence.

Closing date: 27 February 2020 (No late applications will be considered).

Correspondence will be limited to short-listed candidates. If you have not been contacted within one month after the closing date, please consider your application as unsuccessful.

PLEASE NOTE: Appointable candidates will be subjected to personnel suitability checks (verification of qualifications, criminal record checks and security vetting). SABC is an equal opportunity employer and appointment will be made in terms of the company's Employment Equity Plan.



NON-GOVERNMENTAL ORGANIZATION

NOTICE 110 OF 2020



Group Executive: Technology

FIXED TERM CONTRACT (5 YEARS)

MAIN PURPOSE OF THE POSITION

Reporting to the Group Chief Executive Officer, the successful candidate will lead the SABC's Technology division and ensure the implementation and delivery of an efficient and effective broadcasting technology and business information technology strategy for the SABC's platforms, infrastructure, technical facilities and software systems, to enable and support the SABC's business requirements and objectives, and effectively leveraging current and emerging technology for greater organizational impact.

DUTIES & RESPONSIBILITIES:

Develop organizational technology strategy that addresses both short- and long-term business requirements with a view to future-proofing the SABC from a technology perspective. ● Drive the SABC's technology agenda internally and externally through productive and lasting partnerships, including setting industry standards. ● Research emerging technologies and play an industry-leading role in next-generation broadcasting and media distribution technology, which will impact SABC's existing and future business. ● Represent the SABC's agenda in industry conversations, including in relevant industry and technology-related industry associations and standard bodies. ● Define and enable the SABC's digital and mobile strategy. ● Manage technology obsolescence and vendor risk. ● Establish and operate a joint business/IT governance process to prioritise and approve IT investments within the group's delegated authority framework. ● Provide strategic direction to General Management Team to provide a cost effective, reliable and sustainable technology service to internal stakeholders. ● Review the Technology business operating model in line with the broader organizational business objectives. ● Provide strategic advice to the CEO and Group Executives on technology, including broadcasting technology and digital media technology and distribution matters. ● Provide strategic technological alignment with advances in industry technology. ● Develop a tactical operational plan to effectively market technology services, facilities and studios, in order to ensure optimal exposure and visibility to potential clients. ● Ensure the development, review and approval of an enterprise wide disaster recovery and business continuity plan. ● Optimal integration of departmental functions and strategies in order to achieve objectives. ● Ensure that operational performance exceeds service level targets and KPI's. ● Develop and implement business processes and practices in line with the operating model and best practice. ● Bi-annual review of actual against planned objectives and introduction of corrective measures. ● Ensure successful project completion as per project timelines, scope and budget. ● Ensure that all users are aware of and adhere to the technology security policies. ● Oversee and manage the long-term CAPEX expenditure budget for the organization, across all divisions. ● Manage assets in accordance with organizational assets management policy. ● Ensure good Governance, Risk and Compliance. ● Develop and review internal control measures to ensure good governance. (Policies, SOPs and practices.) ● Oversee the management of risks to protect organizational integrity, create value, prevent financial loss and ensure compliance to address gaps and promote accountability. ● Monitor execution of internal risk audits as per checklist to identify and address gaps and promote execution of mitigation strategies. ● Lead the Technology Divisional Business Units in delivering an efficient, effective and professional service to customers / stakeholders. ● Maintain and provide an appropriate environment for operations that protect the interests of the SABC and its stakeholders, customers and suppliers. ● Manage service level agreement (SLA's). ● Manage and maintain relationships with all external stakeholders in support of current and future engagements.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

Leadership and team management ● Change Management ● Business planning ● Business planning ● Knowledge of Media, Broadcasting , Digital and Mobile technologies ● Budget management ● PFMA and relevant treasury regulations ● Strategic management ● Management and information systems ● Legal standards and regulations ● Project management and accounting ● Fundamental understanding of the technology infrastructure necessary to support the operations of a multi-faceted technology environment (TV, Radio, Digital, Mobile) ● Understanding the role technology plays in the current and future media business model and be able to effectively leverage disruptive technology for greater organisational impact.

EDUCATION AND EXPERIENCE:

- Master's Degree in Broadcast Engineering and/or MBA and/or equivalent qualification in business or technology
- 10 years' experience in the media and technology industry, of which 5 years are at General Manager Level.

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**NON-GOVERNMENTAL ORGANIZATION
NOTICE 111 OF 2020**



**GROUP EXECUTIVE:
COMMERCIAL ENTERPRISES**

5 YEAR FIXED TERM CONTRACT POSITION

Reporting to the Group Chief Executive Officer, the successful candidate will position the Commercial Services of the South African Broadcasting Corporation to grow and retain a commercial client base in a competitive broadcasting environment and continuously grow revenue market share to match audience share as well as maximise revenue potential by building a world class brand.

Duties and Responsibilities:

- Develop the Commercial Enterprise strategy to enable organisational revenue collection.
- Provide Strategic direction to Senior Management Team to provide a cost effective, reliable and sustainable service.
- Develop and review the Commercial Enterprise Operating Model in line with broader organisational business objectives.
- Position Commercial Services to grow and retain a commercial client base in a competitive broadcasting environment.
- Provide feedback and monitor successful down-cascading of strategy, executive and board directives within Departments.
- Oversee Divisional operational expenditure against approved budget and introduce corrective measures to ensure financial discipline and accountability.
- Set guidelines on optimal fund distribution/ allocation in accordance with the organisational budget constraints and strategic/ operational requirements.
- Manage assets in accordance with organisational Asset Management Policy.
- Continuously grow revenue market share to match audience share and beyond.
- Ensure that Commercial Enterprises performs in line with strategy to identify opportunities and an effective way to maximize market share in revenue generation.
- Ensure optimal integration of functions and strategies, in order to achieve objectives and increase advertising revenue.
- Position the organisation as the advertising medium of choice for advertisers.
- Lead innovation/creative thinking in revenue generation.
- Identify and sustain new sources of revenue for the organisation in terms of advertising; sponsorships and promotions.
- Ensure accurate and proactive market research.
- Develop and monitor implementation of internal control measures to ensure good governance.
- Develop, review and implement commercial enterprise policies and good governance to address gaps and promote accountability.
- Ensure a good cross-functional communication between Television, SABC Sport, Radio, News etc.
- Build and maintain relationships with relevant external stakeholders e.g. marketers, advertisers, sponsors, Promoters etc.
- Monitor implementation of Performance Management System in accordance with the organisational strategy.
- Communicate with all members of staff and instill a culture of communication within the division.

Required Knowledge, Skills, and Abilities:

- Leadership and team management
- Change Management
- Business planning
- Fundamental understanding of the latest trends in the Media Sales environment necessary to grow revenue in a fast changing broadcasting environment for Television, Radio, Digital and Mobile
- Budget management
- PFMA and relevant treasury regulations
- Strategic management
- Legal standards and regulations
- Strategy management
- Exceptional knowledge of commercial matters with specific focus on costs, profits and new business opportunities

Education and Experience:

- Relevant Post Graduate qualification
- Master's Degree in Business Administration or equivalent qualification in business is recommended
- 10 years' experience in the media (Radio and Television) advertising environment with an emphasis on consumer or brand marketing, of which 5 years are at General Manager Level.

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