



CHIEF EXECUTIVE OFFICER (CEO) POSITION

FIVE- (5) YEAR PERFORMANCE-BASED, FIXED-TERM CONTRACT

Remuneration: Competitive remuneration package on offer

Ref: CEO 001/04/2025

Ditsong Museums of South Africa (DMSA) is a Schedule 3A public entity reporting to the Department of Sport, Arts and Culture, established in terms of the Cultural Institutions Act (No. 119 of 1998). DMSA manages eight national museums, acquiring, preserving, researching, exhibiting, displaying and educating the public on South Africa's cultural, military, and natural heritage. With limited grant funding from government, DMSA is required to generate significant additional revenue through innovative business practices and partnerships.

The entity seeks to appoint a dynamic visionary and ethical leader with strong business acumen, impeccable integrity, proven track record in governance, management expertise, ability to safeguard public resources and proven leadership ability to serve as its Chief Executive Officer (CEO). The CEO will be responsible for steering the organisation into a new era of sustainability and innovation. The strategic focus of this position will be to further develop and sustain DMSA as a successful, forward-looking heritage institution. The successful candidate will be based at the Head Office in Pretoria.

REQUIRED QUALIFICATIONS, EXPERIENCE, KNOWLEDGE, SKILLS AND ATTRIBUTES

Qualifications

A Master's degree in Public Administration/Management or Master's degree in Business Administration/Leadership or Master's degree in Museum Management or equivalent qualification.

Experience

- Ideally 10 to 15 years' experience of which preferably 7 to 8 years must be at Senior / Executive Management level.
- A demonstrated track record of competence and success in leading complex organisations, preferably in the public sector, cultural, or heritage sector.
- Experience in the museum and heritage sector will be an added advantage.
- Experience in building sound relations with organised labour.
- Experience in managing and leading within a highly unionised work environment.
- Must have led an organisation or division, with experience in organisational transformation.

- Proven track record in clean governance, ethical leadership, developing legislation relevant to public entities, and implementing turnaround strategies.
- Experience in stakeholder management and partnership establishment, development and maintenance.
- Extensive experience in managing diverse organisations, successfully leading and inspiring employees from diverse backgrounds.

Knowledge

- Proven expert knowledge and understanding of museum and heritage management will be an added advantage.
- Knowledge of applicable legislative and regulatory frameworks, particularly Public Finance Management Act (PFMA), Treasury Regulation and NT practice notes, financial management, strategic human capital management, facilities management, public engagement and corporate governance, is a strong requirement.
- Good knowledge of the dynamics of the public service, government systems and operations, intergovernmental relations, programme of action, budgeting, and reporting.
- Knowledge and understanding of *Codes of Corporate Governance* [based on the King IV Report or latest South African corporate governance code applicable thereof].
- Advanced understanding of Board / Council operations and the delegation of powers.
- Knowledge and experience in corporate performance management.
- Experience/knowledge in revenue diversification and developing business models for sustainability.

Skills

- Strategic capability and leadership.
- Financial analysis and forecasting.
- Organisational transformation and change management.
- Portfolio, programme and project management.
- Communication (verbal and written, including report writing, facilitation and presentation) and negotiation.
- Stakeholder and relationship management.
- People management and empowerment.
- Interpersonal relations management.
- Knowledge and information management.
- Policy analysis, development, implementation and management.
- Risk and compliance management.
- Problem-solving and conflict management.
- Business acumen.
- Clear governance framework.

Attributes

- Honesty and integrity.
- Initiative, ingenuity, innovation, and passion.
- A team player who is assertive and confident.
- Ability to inspire confidence and create trust.
- Ability to analyse, extrapolate and synthesise information.
- Dynamic and effective communicator.
- Service delivery oriented.
- Diligence, self-driven, professionalism, efficiency, client care, transparency, and maturity.
- Commitment to nation building and heritage transformation.
- Ability to balance preservation with innovation to position the organisation internationally.

KEY PERFORMANCE AREAS *inter alia*: -

- Reporting to the Council, the CEO will be responsible for: Strategic leadership and governance, ensuring achievement of strategic objectives and heritage resources management, including knowledge management.
- To promote the vision, mission and values founded on the desire to be a high-performance organisation that relies on its dynamic employee value proposition that attracts, develops and retains highly skilled employees.
- Develop and implement strategic interventions aimed at ensuring that the organisation is sustainable.
- Develop and implement frameworks, structures and processes that ensure good governance, effective risk management and compliance with government's policies, regulatory guidelines, directives and applicable legislation.
- Strategy development and implementation – develop DMSA's vision, mission, objectives, values, and culture, as well as translate strategic objectives into operational plans. To make high-level decisions about policy and strategy and report to Council.
- Public engagement – interface with stakeholders and represent DITSONG in all forums, statutory and otherwise.
- Financial accountability – the CEO is accountable for the sound management of financial resources in terms of PFMA and oversees DITSONG's fiscal activity including budgeting, reporting, and auditing. Ensure the organisation obtains a clean audit.
- Revenue generation – ensure that DITSONG generates revenue equal to a percentage to be agreed with Council at contracting. Ensure that financial sustainability and entrepreneurship are pivotal.
- Risk management – identify the risks and ensure compliance and adherence to governance structures to manage the risks associated with the general management of the organisation.
- Corruption Awareness and ethics – Safeguard the organisation against internal and external corrupt practices.

- Facility and asset management – management of the institutional facilities and assets in line with relevant legislation and the adherence to GIAMA as well as relevant legislative framework.
- Knowledge management – position DITSONG as a contributor to the knowledge economy in sector.
- Ensure innovation, digitisation, and modernisation of heritage services.
- Human resources management – build DITSONG as an employer of choice where employees are encouraged and allowed to give their best and create an environment that promotes great performance and positive morale. Promote employee development and a culture of professionalism. Ensure quarterly performance agreements are in place and implemented
- Supply Chain Management – ensure development of the public sector Supply Chain Management processes, as prescribed by the constitution, PFMA, Treasury regulations and key National Treasury instruction notes, and all regulatory laws are adhered to.

TERMS AND CONDITIONS

Applicants must send a written application letter with an updated comprehensive curriculum vitae, recently certified copies of qualifications (not older than 6 months) and provide three contactable past employment references (from the last recent three employers) with their e-mail address & telephone or cell phone numbers. Applicants are advised that stringent past employment reference checks will be conducted as a key requirement for this position, therefore, it is incumbent upon each applicant to ensure reachability or traceability of references. Applications can be submitted by either hand delivery to Fachs Consulting & Advisory Executive Placements, Greenoaks Office Park, Block C10, Cnr Bekker and Gregory, Midrand 1686, **C/o: Chairperson of Council of Ditsong Museums of South Africa.**

OR

Send to the following email address: ceorecruitment@fachs.co.za

Enquiries: Charles Sithole 010 140 0126 / ceorecruitment@fachs.co.za (No faxed applications will be considered).

Closing date: 14 November 2025

Shortlisted candidates shall undergo personnel suitability check such as criminal record, credit record checks, citizenship, qualification verification and employment record. Applicants with foreign qualifications will not be considered without SAQA evaluation certificate.

POPIA Disclaimer: By sending your CV to the email address on the advertisement you agree to the processing of personal information including sharing it with our verification agents. You are acknowledging that DMSA will keep the record of your personal information, and you agree that you will exercise your rights as by the POPIA.

DMSA reserves the right not to make an appointment. If you do not receive any response within a month of the closing date, please accept that your application has been unsuccessful. Regret correspondence will only be sent to interviewed candidates