



THE UNIVERSAL SERVICE AND ACCESS AGENCY OF SOUTH AFRICA

The Universal Service and Access Agency of South Africa (USAASA) is established in terms of the Electronic Communications Act of 2005.

USAASA is an equal employment employer, supportive of the objectives of the Employment Equity Act, and encourages employment of suitably qualified individuals from all groups including special designated groups.

POST:

CHIEF EXECUTIVE OFFICER

(3 Year Contract, with a possibility of 2 years' extension at the USAASA Board's discretion)

REPORTING TO:

The USAASA Board

CENTRE:

MIDRAND

SALARY:

From R1 267 806 to R1 486 143 (depending on the successful candidate's experience)

JOB PURPOSE

To lead and direct the Universal Service and Access Agency of South Africa (USAASA) by fulfilling its mandate as encapsulated in Sections 80 to 91 of the Electronic Communications Act 36 of 2005 (ECA).

REQUIREMENTS:

A Postgraduate Degree, preferably in Telecommunications, Information Communication Technology (ICT) and/or ICT Policy and Regulation or equivalent qualification. A Master's degree relevant to the ICT sector will be an added advantage.

At least 15 years relevant experience in Executive and Strategic Management, of which 5 years should have been at an Executive Management level within the ICT sector, and at least 5 years' experience interaction with a Board of Directors.

Knowledge of the Electronic Communication Act 36 of 2005, PFMA and National Treasury Regulations and Government Prescripts.

Solid experience in relationship and contract management, and in the development of communities.

Good interpersonal skills supported by exceptional verbal and written communication skills.

In-depth knowledge of the ICT sector and experience in ICT policy formulation & regulations.

The successful candidate must observe relevant legal and policy prescripts and not be disqualified due to any action contemplated in the ECA and the Companies Act.

An annual performance agreement will be concluded with the Board of Directors. The CEO shall be subject to the control, direction and supervision of the Board of USAASA/USAF.

KEY RESPONSIBILITIES:

Business Strategy Leadership

Compile an approved Strategy aligned with the USAASA and USAF mandate.

Ensure alignment of Agency plans and strategies with the National Development Plan (NDP).

Ensure that USAASA and USAF are resourced and fully capacitated
Ensure that USAASA and USAF are managed in a financially sound and risk appropriate manner.

Provide strategic leadership and manage activities of the Agency.
Establish strategic multi-stakeholder relationships that support the universal service and access agenda.

Drive, lead and ensure the achievement of USAASA's corporate plan and targets.

Organizational Performance Identify and Implement key performance areas across all divisions within the organization that are measurable against the progress towards delivering the agreed organizational strategy by the agreed timelines.

Track and measure operational performance by implementing a relevant performance management system, reviewing performance against indicators in the system, addressing challenges and implementing measures to deliver strategy by performance timeframes.

Ensure the development, implementation and alignment of performance policies across the organization.

Stakeholder Engagement Identify key stakeholders in the community and private and public sector by participating in government, industry and social fora and engagements that will provide strategic support or influence on delivering the approved strategy and organizational mandate as required.

Build supportive and beneficial relationships with various stakeholders.

Oversee the development and implementation of an advocacy plan that builds the credibility, reputation and influence of USAASA and USAF.

Financial Management Oversee the development; approval; monitoring and reporting of the USAASA and USAF budgets through the Medium Term Expenditure Framework (MTEF) process in accordance with National Treasury guidelines and timelines by the agreed deadline.

Ensure the identification, implementation and reporting of management of risks and risk mitigation strategies and plans.

Ensure that USAASA and USAF are compliant and aligned with the required legislative deliverables and achieves an annual clean audit through implementing effective and preventative control measures.

Human Resource Management Develop capacity within the Agency through developing skills and competencies and addressing development needs.

Monitor and evaluate organizational performance.

Ensure the development and implementation of HR systems, business processes, policies and structures.

APPLICATION:

Please **email** applications to: musa@usaasa.org.za or **fax** to 0866813800 or **deliver** to Block No. 1 Thornhill Office Park, 94 Bekker Road, Vorna Valley, Midrand 1685

ENQUIRIES:

Mr. M. Ngidi
Executive Manager: Corporate Services
011 564 1600

CLOSING DATE:

22 February 2016

NOTE:

Correspondence will be limited to short-listed candidates only. If you have not been contacted within three months of the closing date of this advertisement, please accept that your application has been unsuccessful.