



**The Universal Service and Access Agency of South Africa (USAASA) is established in terms of the Electronic Communications Act 36 of 2005. USAASA is an equal employment employer, supportive of the objectives of the Employment Equity Act, and encourages suitably qualified individuals from all groups including special designated groups to apply for the following positions:**

### **Chief Executive Officer (CEO) Recruitment Advertisement**

**Job Title:** Chief Executive Officer (CEO)  
**Contract Term:** 3-Year Fixed Term Contract  
**Salary:** R1 813 182 – R2 135 835  
**Location:** Gauteng, South Africa

***This is a rare opportunity for a visionary executive to lead a national agency at the forefront of South Africa's digital inclusion agenda, shaping access to ICT services for millions of citizens and driving meaningful socio-economic impact.***

#### **Key Purpose of the Role**

The Chief Executive Officer (CEO) will be responsible for providing strategic leadership and vision for USAASA. The incumbent will lead and direct the implementation of the Agency's strategic objectives in alignment with national development priorities and regulatory framework. The CEO will oversee the overall administration, financial sustainability, success, development and operational efficiency of USAASA while ensuring compliance with relevant legislative and governance requirements.

#### **Key Responsibilities**

- Lead the development and execution of USAASA's strategic plan to fulfil its mandate effectively.
- Drive digital transformation and innovation in the delivery of universal access to ICT services.
- Oversee financial management, including budget preparation, expenditure control, and compliance with the PFMA.
- Guide cost effective measures to ensure operational expenditure is contained within the approved budget.
- Engage with key stakeholders, including government entities, private sector partners, and civil society, to foster collaboration and partnerships.

- Ensure USAASA operates in a transparent, efficient, and accountable manner, in compliance with corporate governance frameworks such as King IV and the applicable legal framework.
- Oversee the management and performance of the Universal Service and Access Fund (USAF).
- Lead and manage a high-performing executive team, ensuring alignment with strategic objectives.
- Represent USAASA at national and international forums on ICT and digital inclusion.
- Create high quality tactics, business strategies and plans for execution of strategy guided by the Agency's vision, mission, values, ethics and policies.
- Ensure that the Agency comply with the applicable legal framework and business ethics.
- Ensure that the policies and procedures are implemented in the Agency to serve as a framework within which to operate.
- Oversee all operations, business activities and ensure that milestone delivery is achieved in all projects.
- Lead and support the Management team in the achievement of USAASA's objectives and targets.
- Conduct performance reviews and take corrective measures, where necessary.

### **Qualifications and Experience**

- A postgraduate degree (equivalent to NQF level 9) in Telecommunications, Information Communication Technology (ICT), Public Administration, Business Management, or a related field.
- A Master's degree relevant to the ICT sector will be an added advantage.
- 10 to 15 years of relevant executive and strategic management experience, with at least 5 years at an executive level in the ICT sector.
- A proven track record as business leader that consistently delivered great results.
- Experience in managing relationships with Boards, regulatory authorities, and government stakeholders.
- Strong understanding of ICT policy formulation, regulations, and digital inclusion strategies.
- Demonstrated experience in corporate governance, financial oversight, and risk management.
- Exceptional leadership, stakeholder engagement, and communication skills.
- Competent knowledge on the governance of State-Owned Entities.

## **Competencies**

- Strategic vision and leadership.
- Sound knowledge of the ECA, PFMA, and other relevant legislation.
- Strong negotiation, stakeholder management, and policy development skills.
- Financial acumen and ability to drive financial sustainability.
- High ethical standards, integrity, and accountability.

## **Application Process**

Interested candidates should submit a comprehensive CV, a cover letter outlining their suitability for the role, certified copies of qualifications and identity document. Applications should be sent to [verna@agileleaders.tech](mailto:verna@agileleaders.tech)

**Note:** USAASA is an equal opportunity employer and encourages applications from designated groups, including persons with disabilities. Correspondence will be limited to shortlisted candidates only. If you do not receive a response within three months of the closing date, please consider your application unsuccessful.

Closing date: **14 March 2026**

For enquiries, please contact **Verna Baloyi (061 504 7598)**