

CHIEF EXECUTIVE OFFICER

CEO OFFICE • 5-YEAR FIXED-TERM CONTRACT

Iziko Museums of South Africa is a network of African museums of excellence that empowers and inspires all people to celebrate and respect our diverse heritage. We are seeking to appoint a dynamic, visionary and ethical leader with strong business acumen, impeccable integrity, a proven track record in governance, executive management expertise, and proven leadership ability to serve as its Chief Executive Officer (CEO).

Requirements

- A postgraduate qualification (Master's degree or higher) in one or more of the following fields: Public Administration, Business Administration (MBA), Arts and Culture Management, Heritage Management, Museum Studies, Law, Business Operations, Development Studies, Project Management, Human Resources, Information Systems or related disciplines.
- Ideally 10-15 years' leadership experience at senior management level, of which a minimum of 6-10 years must be at executive management level.
- Proven experience in managing multidisciplinary teams.
- Experience in reporting to a governing body or council.
- Demonstrated success in organisational transformation and change management.
- A demonstrated track record of competence and success in leading complex organisations.
- Strong financial and business acumen and understanding of organisational governance principles.

Key Responsibilities Include

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 Iziko as a successful, forward-looking heritage institution.

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.
- Promoting the vision, mission and values founded on the desire to be a high-performance organisation.
- Developing and implementing strategic interventions to ensure that the organisation is sustainable.
- Developing and implementing frameworks, structures and processes that ensure good governance, effective risk management and compliance with government policies, regulatory guidelines, directives and applicable legislation.
- Developing Iziko's vision, mission, objectives, values, and culture, and translating strategic objectives into operational plans.
- High-level decision-making about policy and strategy and reporting to the Council.
- Promoting diversity, equity and inclusion.
- Fostering a culture of learning and professional development.
- Public engagements, interfacing with stakeholders and representing Iziko in all forums, statutory and otherwise.
- Financial accountability and sustainability, including in terms of the PFMA, and overseeing Iziko's fiscal activity; ensuring the organisation annually obtains a clean audit.
- Ensuring that Iziko generates revenue to ensure financial sustainability.
- Risk management to ensure compliance and adherence to governance structures.

- Creating corruption awareness and ethics to safeguard the organisation against internal and external corrupt practices.

Competencies Required

- Proven expert knowledge and understanding of South African, African and international museum and heritage management will be an added advantage.
- Knowledge of applicable legislative and regulatory frameworks, including the Public Finance Management Act (PFMA), Treasury Regulations and National Treasury practice notes, and financial management.
- Understanding of the dynamics of the public service, government systems and operations, intergovernmental relations, programmes of action, budgeting, and reporting.
- Knowledge and understanding of Codes of Corporate Governance (based on the King V Report).
- Risk management and compliance frameworks.
- Experience working with public sector oversight structures.
- Knowledge of revenue diversification and developing business models for sustainability.
- Innovation and digital transformation.
- Stakeholder management.
- Decision-making under pressure.
- Ability to lead within a unionised environment.

Skills Required

- Strategic capability and leadership.
- Financial analysis and forecasting.
- Organisational transformation.
- Communication (verbal and written, including report writing, facilitation and presentation).
- Stakeholder and relationship management.
- People management and empowerment.

The successful candidate will be based at the Head Office in Cape Town.

Salary and Benefits

The **basic salary** is R1 517 549.69, which excludes employment benefits comprising a 13th cheque, a contribution towards a designated retirement fund (compulsory) and a designated medical aid (voluntary), as well as a housing subsidy. Additional employment conditions, such as leave entitlement, are generous.

Applications

A cover letter, a detailed and updated CV with at least two contactable referees, and certified copies of your identity document and tertiary qualifications must be uploaded before the closing date.

To apply go to www.hslabour.co.za or click on the link below.

<https://webapp.placementpartner.com/wi/vacancy/?id=hslabour&VacRef=JHB000461&preview=6a8bc9939bb654ea7054aed67dc79983>

Applications received after the closing date of **2 October 2026 at 16:00** will not be considered.

Enquiries can be directed to the Director of Human Resources at 021 481 3986. Kindly note that the Executive Recruiter will correspond only with short-listed candidates and will do so within two months of the closing date. The successful candidate will be subject to qualification verification, criminal checks, background checks and competency assessments.

Iziko is an equal opportunity employer and is committed to developing a diverse workforce. Preference will be given to candidates who promote representation within Iziko in terms of the Employment Equity Act. Iziko reserves the right not to fill the advertised position.