KWAZULU-NATAL
SHARKS BOARD
Maritime Centre of Excellence

INTERNAL / EXTERNAL ADVERT
CHIEF EXECUTIVE OFFICER
FIVE-YEAR FIXED TERM CONTRACT
PATTERSON JOB GRADE EU
Ref No: CEO/2026

The KwaZulu-Natal Sharks Board is a PFMA Schedule 3C public entity established in terms of the KwaZulu-Natal Sharks Board Act (Act No. 5 of 2008).

THE ACCOUNTING AUTHORITY

The Accounting Authority of the KZN Sharks Board wishes to appoint a suitable person into the position of Chief Executive Officer to be based at its Head Office in Umhlanga.

MINIMUM REQUIREMENTS:

This executive position is suited to a South African citizen who is multi-skilled and self-motivated professional with well-developed leadership and management abilities. In addition, the applicants should meet the following minimum requirements:

- Degree in Business Administration or other relevant field
- Post Graduate Qualification in public management, Tourism or Business Administration will be an added advantage
- Ten years management experience of which at least five years must have been at an Executive Management level in the public or private sector
- Good understanding of the PFMA and the statutory requirements for Schedule 3C entities
- Experience and knowledge in governance and risk management principles
- Good interpersonal and stakeholder management skills; and
- Good understanding of matters pertaining to environmental management, conservation and tourism.
- Must be able to converse in English and isiZulu fluently.

COMPETENCIES:

Strategic capability and leadership; Financial management; Change management; Knowledge management; Service delivery innovation; Problem solving and analysis; Conflict Management; People management and empowerment; Communication (both written and verbal); Honesty and Integrity.

REMUNERATION PACKAGE

This position is graded EU on a structured Paterson job grading system. An all-inclusive structured salary package consisting of a basic salary, 13th Cheque, contributions to the Provident Fund and Medical. The appointment is subject to the signing of a Performance Agreement.

THE PRIMARY ROLE

The primary function of the Chief Executive Officer is to lead the Executive Management Team in managing the short, medium and long-term strategic and operational plans and take executive decisions as delegated by the Accounting Authority as well as ensuring that the decisions of the Accounting Authority are effectively implemented.

KEY PERFORMANCE AREAS:

a) Strategic Leadership

- Overall responsibility for the support, management and guidance to the Accounting Authority, as well as execution of decisions taken by the Accounting Authority to ensure that KZN Sharks Boards complies with all relevant legislation and statutes and that Accounting Authority decisions are implemented.
- Strengthen relations with national, regional as well as local stakeholders through ensuring that closer cooperation and working relationships are developed.
- Overall responsibility for improving the organisation's image and communication with the public and other stakeholders.
- Maintain the financial viability of the entity.

b) Strategy Implementation

- In conjunction with the Accounting Authority, formulate the organisational strategy and/or reviews as and when necessary and appropriate.
- Lead the process of the organisational strategy implementation including the preparation of Annual Performance Plans (APP) and Budget for approval by the Accounting Authority and the Executive Authority to ensure the entity delivers on its legislated mandate.

c) Organisational Management and Control

- Ensure the implementation of Annual Performance Plan and achievement of targets.
- Ensure that appropriate operational policies and procedures are developed, always maintained and complied with.
- Ensure workplace compliance with all the relevant legislations.

d) Financial Management

- Support the Accounting Authority in fulfilling its duties and responsibilities in terms of the Public Finance Management Act, Treasury Regulations and all Treasury Practice Directives.
- Ensure funds are expended timeously within and in accordance with the approved strategy and Annual Performance Plan.
- Ensure systems of internal controls, financial policies and procedures are developed, reviewed and adhered to.

e) Corporate Governance

- Facilitate effective functioning of the Accounting Authority and its Committees.
- Ensure compliance with the codes of good corporate governance within the organisation including King IV.
- Develop risk management and compliance frameworks, as well as ensuring that an effective internal audit function is in place.

DIRECTIONS TO APPLYING CANDIDATES:

The following **mandatory documents** must be submitted:

- Comprehensive Curriculum Vitae
- Certified copies of all **qualifications**, **identity documen**t, and **valid driver`s license**. Certified copies must not be older than six (6) months from the date of submission and should not be copies of certified copies.

How to apply:

Interested candidates are encouraged to apply by sending their applications that includes a motivational letter, CV, and certified qualifications to ceopost@shark.co.za. The application should clearly state the position applied for and the corresponding reference number.

Closing date: 16th October 2026

No late applications will be considered. Correspondence will only be limited to shortlisted candidates. Should you not hear from us within 8 weeks after the closing date, please consider your application to have been unsuccessful. ***Selection will be made in terms of the entity's employment equity targets****. We reserve the right not to proceed with this application process. All shortlisted applicants will be subjected to pre-screening assessments.*

"APPLICATIONS FROM PREVIOUSLY DISADVANTAGED CANDIDATES ARE ENCOURAGED TO APPLY"