

VACANCY ANNOUNCEMENT



CHIEF EXECUTIVE OFFICER

Location: Gaborone, Botswana

The Southern African Development Community Accreditation Services (SADCAS) is a multi-economy accreditation body established to provide internationally recognised accreditation services to Member States that do not have their own national accreditation bodies. SADCAS serves 14 SADC Member States and plays a pivotal role in enhancing regional trade facilitation, industrialisation, public health and safety, and environmental protection.

As the organisation enters a new phase of growth and digital transformation, the Board of Directors invites applications from an accomplished, forward-thinking, and results-driven executive to assume the role of Chief Executive Officer (CEO).

MAIN PURPOSE OF THE JOB

The CEO is responsible for providing visionary leadership, strategic direction, and strong governance oversight to ensure SADCAS remains a credible, internationally recognised, efficient, and financially sustainable accreditation body. Reporting directly to the Board, the CEO drives organisational performance, fosters stakeholder confidence, promotes innovation, and steers the organisation towards long-term sustainability.

KEY RESPONSIBILITIES

1. Strategic Leadership

- Develop, lead, and execute the organisation's strategic plan to enhance SADCAS's relevance, competitiveness, and regional impact.
- Strengthen SADCAS's position as a leading multi-economy accreditation body within Africa and globally.
- Promote a culture of excellence, innovation, accountability, and continuous improvement.

2. Governance & Institutional Integrity

Provide sound professional advice to the Board and ensure timely implementation of Board decisions.

- Champion good corporate governance, ethical leadership, transparency, and compliance.
- Ensure effective institutional policies, internal controls, and risk-management systems.

3. Operational Management & Performance

- Oversee all organisational units to ensure high-quality and client-centred service delivery.
- Lead digital transformation initiatives to strengthen operational efficiency and cybersecurity.
- Establish effective performance metrics and reporting systems.

4. Financial Sustainability

- Drive financial planning, budgeting, and long-term sustainability of the organisation.
- Mobilise resources and diversify revenue streams.
- Ensure prudent utilisation of organisational assets.

5. Stakeholder & External Relations

- Strengthen relationships with governments, regulators, international partners, and regional organisations.
- Represent SADCAS at regional and global platforms.
- Enhance brand visibility and stakeholder trust.

6. Human Capital Leadership

- Ensure the organisation is staffed with competent and motivated professionals.
- Lead succession planning, talent development, and performance culture.
- Promote an ethical, inclusive, and high-performing workplace.

QUALIFICATIONS & EXPERIENCE

- Bachelor's Degree in a relevant technical field.
- Master's Degree (MBA or equivalent).
- At least 12 years' relevant professional experience, including 10 years at senior management or executive level.
- Proven track record of leading a substantial, strategy-driven organisation.
- Experience in accreditation, quality infrastructure, or regulatory technical environments is an added advantage.
- Strong business acumen, strategic thinking, and stakeholder-relationship capability.
- High integrity, professionalism, and sound judgement.

REMUNERATION

A competitive and negotiable Executive remuneration package will be offered to the successful candidate.

SUBMISSION OF APPLICATIONS

Interested and suitably qualified candidates should submit:

- A motivational letter
- A detailed Curriculum Vitae (maximum 5 pages)
- Certified copies of academic and professional qualifications

Submit applications to:

<https://www.ipccconsultants.com/jobs/101063>

and email emmanuel.jinda@proservehr.com

Email Subject: Application for Chief Executive Officer

For further clarification, please contact: Mr. Emmanuel Jinda, Chairman, Board Human Resources and Remuneration Committee, emmanuel.jinda@proservehr.com
Tel: +263 773 004 143 / +263 (242) 772 778 / 770 035

CLOSING DATE: 6 April 2026

Only shortlisted candidates will be contacted.

www.sadcas.org