

JOB DESCRIPTION

REFERENCE NUMBER: **AP 1005**

JOB TITLE: **Head: Academy Centre, EBMTc Artisan Academy**

LOCATION: **Midrand, Gauteng**

BACKGROUND TO POSITION: The Mineworker's Investment Company (MIC) is a 100% black owned broad-based investment holding company that was established by the Mineworkers Investment Trust (MIT) to provide ongoing funding for the Trust's social and educational projects.

With a foundation cemented in South African soil since 1995, they invest in companies of all sizes and across various sectors, including financial services, health, leisure, business services, industrials and media. However, their investment does not end there.

Their mission is to provide more than just funding – as active equity partners they are not only providers of capital, but also, they offer strategic, board-level guidance on corporate governance and transformation.

The values that drive their business are underpinned by their focus on education and financial inclusion, both of which are focus areas in their social impact investment portfolio.

This is where the evolution of the EBMTc came in. MIC helped establish a dedicated new academy within the training centre. MIC committed R30 million to the development of the unit where NUM membership and their families are able to access a suite of viable vocational skills programmes. This evolution aligns seamlessly with the training centre's objective, which is to help people reach their full potential through relevant skills development programmes.

This academy emboldens the education benefit that NUM members and their families are entitled to. While the NUM will continue to ensure that members are heard, and their grievances are handled in their workplaces; as the investing arm of NUM, MIC are ensuring that the membership and their families have effective means of upward mobility to reach a better life.

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The EBMTC AA officially opened its doors in June 2019 in Midrand. The growing demand for qualified artisans in the economy has prompted its founding partners to invest in establishing a state-of-the-Art facility with modern machinery and equipment. This training facility is opened to all working-class individuals who aspire to improve their career prospects.

The development and sustainability of this standalone entity was negatively affected by the restriction imposed by the Covid-19 pandemic. Initial leadership efforts were severely curtailed and as a result the shareholders (EBMTC NPO with 51% and MIC with 49%) now seek to identify a commercially orientated leader to take the organisation into its rightful position of, not only being fully self-sustainable, but also building the profits, it so richly deserves.

KEY PERFORMANCE AREAS:

The EBMTC AA Head is to provide vision, leadership, and overall operational direction to the organisation, develop and put in place strategic objectives for the organisation, including the positioning of EBMTC AA in the public space, growing the organisation as a leading developer of artisans, and establishing a business model of financial sustainability. The EBMTC AA Head works closely with the MIC Board in getting governance support and wider sector backing for current operations and new initiatives.

To ensure success the new incumbent should have a clear understanding of MIC's core values and culture. Qualifying candidates will be exemplary leaders and have superb business acumen.

Underpinning the 'commercialisation' of this relatively new entity are the following key imperatives:

- Operational (hands-on) leadership
- Organisational profile building
- Governance, compliance, reporting and risk
- Financial planning, budgeting and financial sustainability
- People and talent development

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Given the entity has an Accountant and is further supported by Board Members, it is not necessary for the incoming to be technically orientated, but rather to have a well-developed grasp of financial management (P & L level), as it pertains to the entrepreneurial imperatives of the organisation.

As an astute business leader, the new incumbent will have a sound feel around market segmentation and how to market to this audience. Whilst the primary focus is on all working-class individuals found in the mining sector s/he will also target the working class across all industries.

Currently, the focus is on individuals seeking training and development in the Welding, Boilermaking, Plumbing and Electrical fields. However, it is likely that training in the fields of Diesel Mechanics and Instrumentation will soon be introduced.

The training Occupational Health and Safety is part and parcel of the training listed above.

Given the integral interface of the organisation with the National Union of Mineworkers, the new incumbent must not only understand the union environment and its culture, s/he must also be politically savvy and have the ability to communicate at a working-class level (where fundamental education might be lacking) to the highest executive level, especially as it pertains to stakeholder relations.

The subordinate team presently in place comprises a Financial Manager, Accountant, Training Manager, Skills Development Coordinator and a Company Secretary. It will be the responsibility of the new Head to assess adequacy of support, evaluate competencies and performance and, where necessary implement changes that equate to optimal operational efficacy of the organisation.

In terms of those imparting their technical knowledge to students, technical experts are recruited in on short-term contracts to deliver on a specific course. The efficacy of this process also needs to be evaluated, especially as the organisation gains purchase and is properly positioned in terms of future sustainability and profit.

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In essence, this position requires a hands-on approach to fixing the challenges the organisation faces. Given the right resourcing, backing and the social needs this organisation has to its constituent communities, change is inevitable with the right leader in place.

INHERENT CRITERIA:

- A Degree serves as a bare minimum; however, a higher level of qualification would be preferred but is not essential. The qualification needs to be appropriate, but not confined to business management per se. For example, an Engineering qualification (or similar) in tandem with the right experience is equally acceptable.
- 10 years' experience of working in a similar leadership role, especially where change management has been a key component. Evidence of being 'hands-on' is necessary.
- Ability to evaluate, train, develop and performance manage a small team is essential.
- Ability to work with other institutional leaders and/or other executive teams is imperative.
- Involvement in professional academic entities, is strongly encouraged, but not essential
- Business presence (strength of character) and the ability to be in control of emotions is a matter of high importance. Evidence of leading from the front is important.
- Track record of good administration, management and overall operational leadership needs to be highly evident.

APPLICATION REQUIREMENTS:

- A letter of motivation.
- A comprehensive CV.
- An abridged CV.
- Names and contact details for at least 3 referees.
- Certified copies of matric and degree certificates and Identity Document.

To apply please forward your application quoting reference number **AP 1005** to Tony Hind c/o artisanacademy@talenting.co.za