



merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

INTERNAL & EXTERNAL ADVERT

Vacancy:	Chief Executive Officer (CEO)
Organisation:	Manufacturing, Engineering and Related Services SETA (merSETA)
Location:	Head Office, Johannesburg
Contract Type:	Fixed-Term Contract (ending 31 March 2030)
Reference Number:	CEO/MER/2025
Remuneration:	Patterson Grading F: Inclusive CTC package per annum

About merSETA

The Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) is a pivotal institution established to facilitate skills development in the manufacturing, engineering, and related services sector of South Africa. Our mandate covers approximately 44,000 businesses with a workforce of around 750,000 people. We are seeking a visionary and dynamic leader to join us as the Chief Executive Officer and steer the organisation towards achieving its strategic goals and contributing to the national skills development agenda.

Purpose of the Role

The Chief Executive Officer is responsible and accountable for all aspects of the merSETA's corporate management, core business delivery, and financial management and reporting. The CEO will provide strategic direction, leadership, and overall management to ensure the ongoing viability of the merSETA, managing an overall levy income of approximately R1.9 billion.

This executive role involves making major corporate decisions, managing the company's overall resources and operations, and acting as the primary point of communication with the Accounting Authority (Board), the executive team, government entities, and all other stakeholders.

The Chief Executive Officer is required to demonstrate exemplary ethical leadership by upholding the values of integrity, accountability, respect, collaboration, and innovation. Furthermore, the CEO must actively foster a culture of good governance in accordance with the principles of the King IV Code and in alignment with merSETA's core values.



Key Responsibilities

The successful candidate will be entrusted with the following key responsibilities:

- **Strategic Leadership and Governance:**

- Provide effective strategic direction and leadership in the development and implementation of the Strategic Plan, Annual Performance Plan, and Business Plans.
- Ensure the effective implementation of Board decisions and provide professional advice, research, and guidance to the Board and its Committees to facilitate effective decision-making.
- Drive the implementation of the National Skills Development Plan (NSDP) and Strategy within the sector.
- Ensure the organisation complies with all legislative and regulatory requirements (including the PFMA, SDA, SDLA, SAQA, QCTO) and upholds the highest standards of corporate governance.

- **Financial Stewardship:**

- Take ultimate accountability for the financial health and stability of the organisation, ensuring the effective management of the budget.
- Ensure the development and implementation of effective, efficient, and transparent systems of financial management, risk management, and internal control in line with National Treasury standards.
- Oversee the strategic and timely disbursement of mandatory and discretionary grants to sectoral stakeholders.

- **Stakeholder and Relationship Management:**

- Build and maintain strong, positive relationships with all stakeholders, including the Department of Higher Education and Training, National Treasury, the National Skills Authority, organised labour, employer organisations, and training providers.
- Serve as the primary spokesperson and public face of the organisation, enhancing brand prominence and positioning merSETA as a leader in skills development.
- Develop and manage the Service Level Agreement (SLA) with the Department of Higher Education and Training.

- **Operational Excellence:**

- Manage the day-to-day affairs of the SETA to ensure the effective and efficient delivery of services and funded projects.
- Drive a culture of excellence, innovation, and high performance across all core business functions.



- Oversee research and development initiatives to inform strategy and improve service delivery.
- **Human Capital and Organisational Culture:**
 - Lead a diverse team of over 270 staff members, fostering a positive, enabling, and high-performance organisational culture.
 - Oversee all aspects of human resource management, including talent attraction and retention, performance management, and succession planning for key executive positions.
 - Ensure the continuous development and capacity building of all personnel.
- **Digital Transformation and Change Management:**
 - Function as a change leader for the merSETA during any period of transformation, ensuring effective management of the change process and adequate communication across the organisation.

Minimum Requirements

- **Qualification:** A post-graduate qualification (NQF Level 9 or higher) in Business Management, Accounting, Finance, Public Administration, Law, or Education.
- **Experience:** A minimum of fifteen (15) years of relevant work experience, of which at least ten (10) years must be at a senior management level and five (5) years at an executive level.
- **Knowledge:** In-depth knowledge and understanding of the skills development legislative framework, public finance management (PFMA), and corporate governance principles.

Advantageous Requirements

- **Qualification:** A PhD (Doctorate) degree (NQF Level 10) in a relevant field.
- **Experience:** Five (5) years of experience in a senior management or executive role within a public entity.

Required Knowledge, Skills, and Competencies

- **Strategic Capability:** Proven ability to develop, articulate, and implement a clear strategic vision.
- **Leadership and People Management:** Exceptional leadership skills with the ability to inspire, motivate, and develop a large and diverse team.
- **Financial and Business Acumen:** Strong command of financial management, budgeting, and resource allocation in a complex environment.
- **Stakeholder Engagement and Communication:** Outstanding interpersonal, negotiation, and public speaking skills, with the ability to engage effectively at all levels, from government ministers to community members.
- **Governance, Risk, and Compliance:** A demonstrable track record of upholding integrity and ensuring compliance within a highly regulated environment.



- **Problem-Solving and Decision-Making:** Superior analytical skills and the ability to make sound judgements and decisive actions.

Application Process

To apply, please submit a comprehensive Curriculum Vitae (CV), a detailed cover letter motivating your suitability for the role, and certified copies of your qualifications to: CEOrecruitment@merseta.org.za. Please quote the reference number **CEO/MER/2025** in the subject line of your email.

Closing Date for Applications: 30 November 2025

Please Note:

- Correspondence will be limited to shortlisted candidates only. If you have not been contacted within two (2) months of the closing date, please consider your application unsuccessful.
- The successful candidate will be subject to background verification checks, including criminal records, credit, and qualification verification.
- The merSETA is an equal opportunity employer and reserves the right not to make an appointment. The appointment will be made in line with our Employment Equity Plan.

Shortlisted candidates will be required to undergo psychometric testing and a competency-based assessment as part of the selection process.