

Full version:

## **Joburg Ballet invites applications for a Chief Executive Officer on a 5-Year Fixed Term Contract**

**Recruiter:** Joburg Ballet

**AA/EE:** Applicable

**Contract:** Permanent

**Location:** Johannesburg, Gauteng

**Available:** As soon as possible

**Category:** Executive

**Salary:** Market related

**Reporting to:** Joburg Ballet Board

**Division:** Office of the CEO

**Submit applications to:** [recruitment@joburgballet.com](mailto:recruitment@joburgballet.com)

**Closing date for applications:** Friday 3 March 2023

**Enquiries:** [kabelo@joburgballet.com](mailto:kabelo@joburgballet.com)

### **Introduction**

The company is a full-time, professional ballet company, resident at the Joburg Theatre in the heart of Johannesburg. Joburg Ballet's repertoire includes full-length productions of major classical works as well as shorter ballets, including original works created for the company by South African and international choreographers. The company presents three major seasons a year at the Joburg Theatre and also tours to other regions in South Africa and internationally.

The company provides a high standard of training for students via the Joburg Ballet School and Academy plus a comprehensive programme of community-based development and outreach work via its Satellite Schools, with emphasis on historically disadvantaged communities.

### **Main purpose of the role:**

To provide overall strategic direction, leadership and effective management of Joburg Ballet within guidelines set up by a board of directors, through:

- Leading the process of developing an organisational strategy in line with the Board's vision and approved Company budget
- Acting as a liaison between the Board, Management and key financial stakeholders as well as other relevant stakeholders
- Managing and leading the Board approved transformation process of Joburg Ballet
- Managing and leading employees and ensuring the achievement of Joburg Ballet's approved strategy
- Leading the artistic vision, strategy, creative, and innovation processes of the Company

### **Key duties and responsibilities include:**

- Sound and good corporate governance
- Strategy development and implementation and budgeting

- Lead and manage the organisation
- Lead the transformation process
- Reporting and statutory compliance
- Management of strategic partnerships
- Manage resources (physical, human and financial)

### **Desired Experience and Qualification**

- A relevant postgraduate qualification
- A Master's degree coupled with a ballet certification would be an added advantage
- Prior experience as a senior executive in a ballet or theatre environment
- 8–10 years' experience gained at a senior leadership level
- Extensive experience in strategic planning and execution
- Extensive experience in operating at board level
- Extensive management experience
- Extensive experience in organisational transformation – diversity/ equity/ inclusivity/ culture/ financial/ service
- Extensive experience in high-level communications including, but not limited to internal written and verbal communication, and external stakeholder and media engagement
- Extensive experience in stakeholder management, reporting and networking
- Working knowledge, understanding and experience of relevant regulatory environment and applicable regulations, policies and strategies applicable to a non-profit/ public benefit organisation
- Ballet and dance training/ experience

### **Knowledge**

- Sound knowledge and understanding of Ballet/Dance environment and relevant requirements
- Understanding of stakeholder needs and their competing priorities
- High level knowledge of the not for profit business environment, legal requirements and a basic understanding of municipal/ government reporting requirements, understanding of local and international funders' expectations and reporting requirements
- Ability to establish and maintain strategic collaborations, alliances and partnerships

### **Competencies (Skills and Behavioural Attributes)**

#### **Skills**

- **Strategic Perspective** - Adopts a strategic perspective in advising the design and implementation of Company policies and procedures according to parameters laid down by the Board
- **Leadership** - The ability to guide, direct and influence people to achieve excellent organisational outputs
- **Strategic Direction** - Demonstrates leadership by providing strategic direction
- **Inspirational Building** - Communicates and lives the vision, inspires commitment and loyalty to and confidence in the organisation

- **Business Environment** - Sound knowledge of the business environment to identify relevant role players within the business and their key responsibilities and outcomes
- **Risk Management** - Sound knowledge and understanding of risks affecting operations of the organisation and action required to manage and mitigate risk
- **Business Continuity Management** - The ability to identify and analyse risks likely to impede business efficiency and to develop proactive and contingency plans to manage risk

### **Behavioural Attributes**

- **Cross Functional Awareness / Organisational Understanding** - Understands how the organisation functions and has knowledge of the systems, procedures, information sources and financial priorities and how these relate to each other
- **Values and Principles** - The ability to nurture a people centred culture that embodies the organisational values and principles
- **Business Acumen** - Sound knowledge and understanding of business opportunities and principles and their application
- **People Centredness** - The ability to put people and their needs at the centre of all decision-making and seeing them as experts in their own right to achieve the best possible outcomes
- **Organisational Agility** - The ability to network effectively and to establish relationships with and influence the networks of others over whom one has no formal authority, whose co-operation is needed to achieve work-related goals
- **Change Management** - The ability to proactively identify and implement required change in the business
- **Business Alliances** - Sound knowledge and understanding of strategic business alliances contributing to the success of the organisation