

JOB PROFILE

JOB TITLE	CHIEF EXECUTIVE OFFICER (CEO)
PURPOSE OF THE JOB	<p>The Technology Innovation Agency (TIA), a key initiative of the Department of Science and Innovation, is dedicated to fostering innovations across all sectors of the economy. Our mission is to nurture an ecosystem that cultivates innovation, accelerates the development of groundbreaking solutions and facilitates collaboration towards inclusive and sustainable growth and development to drive socio-economic benefits for South Africa and elevate its global competitiveness and positioning as an innovation investment destination.</p> <p>The Chief Executive Officer (CEO) will play a pivotal role in executing the strategic direction and management of TIA. The CEO is tasked with steering the organisation towards its vision of being a dynamic, intelligence-driven national innovation agency that champions transformative, catalytic high-impact innovations towards inclusive economic growth, quality of life improvement and sustainable development.</p>
TIA STRATEGIC OBJECTIVES	<p>TIA fulfils its mandate by facilitating the progression of innovative ideas across the entire innovation value chain. The agency's strategic objectives include:</p> <ul style="list-style-type: none"> • Providing Risk Funding: Allocation of risk funding to bridge the gap between research and commercial viability, enabling the exploration and development of cutting-edge technological innovations. This funding supports projects that have the potential to advance key industries and address socio-economic challenges. • Enhancing Research Commercialisation: transformation of research outputs into market-ready products and services. By providing support for the commercialisation of technologies, TIA fosters the development of industry-enhancing solutions and promotes the growth of technology-driven businesses. • Promoting Skills Development and Innovation Capacity: support initiatives that bridge the gap between academia and industry, focusing on skills development and capacity building. By fostering collaboration and knowledge exchange, the agency strengthens innovation ecosystems and enhances entrepreneurship capabilities within South Africa.

	<ul style="list-style-type: none"> • Implementing Catalytic Innovation Programmes: Design and implement specialised programmes that target specific groups, including emerging innovators and underserved communities. These programmes provide access to specialised equipment, technical expertise, and workspace, creating a conducive environment for innovation and technological advancement. • Driving Inclusive Socio-Economic Impact: fostering socio-economic development by providing access to critical infrastructure and resources. TIA supports innovators in developing new technologies that contribute to economic growth, job creation, and improved quality of life. • Strategically positioning TIA as an effective curator in the NSI assuming its appropriate leadership stature, providing thought leadership and positioning itself and the country for greatness. • Positioning TIA in a stewardship role in harnessing innovation as a policy tool to address the country's economic growth and recovery efforts, the deep-rooted and intractable socio-economic challenges of poverty, inequality and unemployment, and ultimately positioning South Africa as an important and competitive player in the global economy.
REPORT TO	THE CHAIRPERSON OF THE BOARD
NUMBER OF DIRECT REPORTEES	
JOB GRADE	
LOCATION	PRETORIA (HEAD OFFICE)

ROLES AND RESPONSIBILITIES

<p>STRATEGIC INTENT</p>	<p>In accordance with the TIA Act (26 of 2008) as amended in 2015, the CEO is responsible for steering the Technology Innovation Agency (TIA) in fulfilling its statutory mandate. In terms section 11(3): the Chief Executive Officer is responsible for the administration, general management and control of the day-to-day functioning of the Agency, subject to the directions and instructions issued by the Board. This involves setting the strategic direction and ensuring alignment with national priorities and stakeholder expectations.</p> <ul style="list-style-type: none"> • Lead the execution of the Agency's strategy efficiently and effectively, ensuring alignment with relevant service standards and performance expectations • <i>Mandate Fulfilment and Strategic Alignment:</i> Drive TIA's strategic direction to deliver on its mandate, as stipulated in the TIA Act, while aligning government policies and priorities and the expectations of key stakeholders, including the Department of Science and Innovation. • <i>Leadership and Innovation Promotion:</i> Provide intellectual and strategic leadership to both the Board and the Executive Committee, fostering an environment that encourages innovation and the development of advanced technologies. Champion the creation of a robust ecosystem for technology innovation in South Africa. • <i>Strategic Prioritisation and Long-Term Planning:</i> Define and articulate TIA's high-level priorities, focusing on sustainable long-term growth and strategic impact. Develop a comprehensive long-term strategy that addresses national socio-economic challenges and promotes global competitiveness. • <i>Annual Performance Plan (APP):</i> Formulate and secure approval for TIA's Annual Performance Plan (APP) targets, ensuring they are aligned with the strategic objectives outlined in the TIA Act. These targets should be measurable, achievable, and designed to propel the agency towards fulfilling its legislative mandate. • <i>Leadership Capacity Building:</i> Appoint and develop a capable leadership team to ensure the successful execution of TIA's strategy. Focus on building a leadership core with the skills and capacity to drive innovation and manage complex projects. • <i>Performance Monitoring and Evaluation:</i> Oversee the development and implementation of monitoring and evaluation systems to track performance against APP targets. Ensure that performance metrics are rigorously assessed and reported, facilitating continuous improvement and accountability. • <i>Strategic Initiative Oversight:</i> Supervise all strategic initiatives within TIA, ensuring their alignment with the organisation's objectives and the legal framework established by the TIA Act. Ensure these initiatives are designed and executed to maximise impact and efficiency. • <i>Executive Committee and Board Collaboration:</i> Chair Executive Committee meetings, guiding critical operational decisions and strategic recommendations for the Board and its sub-committees. Maintain a
--------------------------------	--

	<p>collaborative relationship with the Board, keeping them informed on all significant strategic and operational issues.</p> <ul style="list-style-type: none"> • <i>Impact Assessments:</i> Ensure that thorough impact assessments are conducted to evaluate the effectiveness of TIA's programs and initiatives. These assessments should measure the agency's success in advancing technology innovation and socio-economic development. • <i>Organisational Culture and Values:</i> Foster and exemplify a corporate culture that reflects TIA's values, emphasizing innovation, integrity, and excellence. Promote an inclusive and dynamic work environment that motivates employees and aligns with the agency's strategic goals. • Promote organisational excellence through digital transformation and data-driven decision-making.
<p>FINANCIAL MANAGEMENT</p>	<ul style="list-style-type: none"> • <i>Budget Oversight and Strategic Alignment:</i> Develop and secure approval for the organisation's budget, ensuring it aligns with TIA's strategic goals and objectives. Oversee the allocation of financial resources to support key initiatives and operational needs. • <i>Accounting Officer Responsibilities:</i> Serve as the primary Accounting Officer, accountable for the financial integrity and stewardship of the organisation's assets. Ensure that all financial practices adhere to the highest standards of transparency and accountability. • <i>Regulatory Compliance:</i> Ensure the organisation's strict compliance with the Public Finance Management Act (PFMA) and other relevant regulatory frameworks. Implement robust financial controls and procedures to safeguard against financial risks and ensure legal and ethical compliance. • <i>Revenue Generation and Co-Funding Initiatives:</i> Provide financial stewardship through developing and implementing strategies for revenue generation, fundraising including exploring co-funding opportunities to enhance the organisation's financial sustainability. Identify and leverage alternative funding sources to supplement the approved budget, ensuring the organisation can pursue innovative projects and initiatives. • <i>Financial Performance Reporting:</i> Regularly report to the Board on TIA's financial performance, providing detailed analysis of budget variances and financial health. Present clear, accurate, and timely financial information to facilitate informed decision-making and enhance operational efficiencies.
<p>INVESTMENT MANAGEMENT</p>	<ul style="list-style-type: none"> • Develop the investment lifecycle and value chain that is fit-for-purpose in line with TIA mandate. • Conceptualize and streamline TIA funding instruments to achieve the goals and the objectives of the organisation. • Position TIA as the key facilitator for innovation funding in public and private sector.

	<ul style="list-style-type: none"> • Development of the investment strategy and/or philosophy in support of the strategic goal and objectives. • Drive investment portfolio management and commercialisation initiatives for reporting to the Board. • Lead the conceptualization, establishment, and delivery of catalytic, high-impact strategic innovation programmes that drive national transformation and position the agency as a leader in building a competitive, inclusive innovation ecosystem. Lead the implementation of relevant business models in support of the TIA strategy • Design financial models to reduce dependency on MTEF allocations.
STAKEHOLDER AND RELATIONSHIP MANAGEMENT	<ul style="list-style-type: none"> • <i>Engagement with Shareholders:</i> Establish and maintain a strong relationship with the shareholder, clearly defining engagement parameters to ensure alignment with organisational goals and shareholder expectations. Act as the primary liaison, ensuring transparent and effective communication. • <i>Positioning within the National System of Innovation (NSI):</i> Solidify TIA's role and functions within the National System of Innovation by fostering collaborative relationships with NSI partners. Ensure TIA is recognised as a key player in the innovation ecosystem, contributing to national development and competitiveness. • <i>Board and Leadership Collaboration:</i> Cultivate a harmonious and collaborative working relationship between TIA's leadership team and the Board. Facilitate effective strategic and operational oversight through clear communication and alignment on priorities. • <i>Stakeholder Relationship Building:</i> Develop and maintain robust relationships with internal and external stakeholders, including government agencies, academic institutions, industry partners, and the broader innovation community. Champion TIA's repositioning as a curator of the NSI in support of the creation of a more robust and resilient ecosystem. • <i>National and International Partnerships:</i> Drive national and international collaboration by leveraging global innovation networks and funding. • <i>Brand Equity and Reputation Management:</i> Provide strategic leadership in building and managing TIA's brand equity and reputation, ensuring its position as a trusted, impactful and recognised thought leader and curator in the NSI. Position the Agency as a trusted, credible and forward-looking institution in the innovative ecosystem both nationally and internationally.
THOUGHT LEADERSHIP	<ul style="list-style-type: none"> • <i>Strategic Insight and Advisory:</i> Continuously research and analyse emerging trends and best practices in technology innovation and commercialisation. Provide the Board and key stakeholders with strategic advice on industry standards, policies, and measures that can enhance TIA's effectiveness and relevance.

	<ul style="list-style-type: none"> • <i>Innovation Leadership:</i> Spearhead thought leadership initiatives by leading sessions and discussions on cutting-edge innovation topics with stakeholders. Position TIA as a thought leader in the technology sector, driving discussions that shape the future of innovation. Develop and disseminate strategic intelligence to inform policy, public investment, and innovation best practices. • <i>Collaborative Knowledge Sharing:</i> Foster collaboration with industry partners, academic institutions, and other innovation leaders to facilitate knowledge exchange and drive excellence. Build networks that support and enhance TIA’s role in advancing technology and innovation.
COMMUNICATION	<ul style="list-style-type: none"> • Act as the spokesperson of TIA nationally and internationally. • Provide strategic leadership in internal and external communications to effectively articulate the Agency’s vision, engage stakeholders, manage reputation and position the Agency as a national and global leader in innovation.
RISK AND COMPLIANCE	<ul style="list-style-type: none"> • Set the tone for ethical conduct and accountability by fostering a strong risk awareness and compliance drive culture across the organisation. • Establish and maintain robust risk management and compliance frameworks, ensuring alignment with legal and regulatory requirements • Embed risk and compliance considerations into strategic planning, funding decisions and operational execution to safeguard public funds and ensure fulfillment of the TIA mandate. • Provide clear, regular reporting to the Board and stakeholders, ensuring transparency, effective audit processes and prompt action on emerging risks or breaches. • Identify systemic NSI risks and mitigation strategies related to innovation pipeline fragility, funding model volatility, and ecosystem fragmentation. • Provide advice and implement strategic initiatives aimed at the mitigation of the overall risk profile of TIA. • Oversee the organisational risk profile through the application of fraud controls and risk prevention principles and implementing of sound governance and compliance processes and tools to identify and manage risks.
Corporate Culture and Innovation Ecosystem Strengthening	<ul style="list-style-type: none"> • Build model and champion a Corporate Culture that resonates with all employees by living the TIA values; • Fosters a culture that promotes diversity and inclusion for all that work and interact with TIA. • Act as a national convener and ecosystem builder, bringing together government, academia, industry, startups, and civil society (within the quadruple helix model of innovation) to collaborate on strategic innovation initiatives.

- | | |
|--|---|
| | <ul style="list-style-type: none">• Foster trust and shared purpose across the ecosystem to enable mission-driven innovation collaboration. |
|--|---|

QUALIFICATIONS

MINIMUM REQUIREMENTS	IDEAL REQUIREMENTS
<p>A postgraduate qualification (NQF 8) in one of the following fields Innovation, Business Management, Engineering, Technology Management, or a related discipline.</p>	<p>A Masters or above qualification (NQF 9) in Innovation, Business Management, Engineering, Technology Management, or a related discipline.</p> <p><u>Professional Development:</u> Completion of a recognised Executive Development program or equivalent leadership training.</p>
EXPERIENCE	
<p>A minimum of 10 years of Senior Executive experience, demonstrating a proven track record in:</p> <ul style="list-style-type: none"> • Strategic leadership and management of complex organisations. • Technology innovation and commercialisation processes. • Development and execution of large-scale projects in the technology or innovation sectors. <p>Demonstrated experience in managing investment portfolios or fund management, preferably within a technology-focused context.</p> <p>Proven ability to engage with and influence a broad range of stakeholders, including government bodies, academic institutions, industry partners, and investors.</p> <p>Demonstrated experience in transitioning organisations through strategic reinvention or transformation phases.</p> <p>Development and Execution of complex funding models</p> <p>Track record of building and sustaining strategic relationships and partnerships towards driving catalytic, system wide innovation impact.</p>	<p>At least 15 years of Executive experience, with a minimum of 5 years as a CEO or equivalent senior leadership role, particularly in investment or fund management environments.</p> <p>In-depth understanding of global technology and innovation trends, particularly within the context of South Africa's National System of Innovation (NSI).</p> <p>Experience in fostering public-private partnerships and navigating the interface between academia, industry, and government.</p>

JOB KNOWLEDGE

- Strong business, leadership, and management abilities at an executive level
- Ability to provide intellectual and strategic leadership to the TIA.
- Corporate and operational business management
- Proven ability to develop and implement strategies that drive technological advancements and commercialization.
- Advanced business and commercial acumen
- Legislative and Regulatory framework including understanding of PFMA
- Business Development management and understanding of global trends and developments in technology and innovation.
- Investment management
- Understanding Technology innovation trends in various critical industry sectors e.g. Natural resources, Health, ICT, Advanced Manufacturing and Agriculture, and other Technology Innovations and National System of Innovation (NSI) trends.
- Strong understanding of research and development process, commercialisation of technology and market dynamics
- Experience in engaging with a wide range of stakeholders, including government agencies, academic institutions, industry partners, and investors.
- Understanding of Investment funding offerings and fundraising principles
- Understanding investment IRR, ROI and due diligence processes
- Macro-economic trends

SKILLS

TECHNICAL	BEHAVIOURAL
<ul style="list-style-type: none"> • Strategy formulation and execution • Budget Management • Business process management • Commercialisation • Financial Acumen • Governance and Compliance • Negotiation • Innovative • People management • Problem solving • Presentation • Report Writing • Risk management. • Stakeholder management • Fund Management 	<ul style="list-style-type: none"> • Visionary • Strategic Leadership • Attention to detail. • Communication • Customer orientation • Decision making • Emotional Intelligence • Self-led • Driven • Accountability • Analytical • Integrity and Consistency • Interpersonal • Resilience • Influence

<ul style="list-style-type: none"> • Investment Management 	<ul style="list-style-type: none"> • Team Leader
---	---

COMPETENCIES

- **Innovation and Transformation Leadership:**

Proven ability to lead and implement innovative initiatives that have resulted in significant organisational change or industry impact.

- **Strategic Vision and Execution:**

Demonstrated ability to develop and articulate a clear strategic vision for the organisation, with a track record of successfully executing that vision.

- **Stakeholder Engagement and Partnership Building:**

Experience in cultivating and maintaining strong relationships with key stakeholders, including government entities, academic institutions, industry partners, and investors.

- **Cultural and Change Leadership:**

Ability to build and nurture a positive organisational culture aligned with the mission and values of the agency.

- **Results-Driven Leadership:**

Track record of setting and achieving ambitious performance targets, with a focus on delivering measurable results.

- **Visionary Thought Leadership:**

Recognised as a thought leader in the technology and innovation sector, with a history of contributing to industry discourse and influencing public policy or industry standards.

- **Exceptional Communication and Influence:**

Outstanding communication skills, with the ability to effectively convey complex ideas to diverse audiences, including the Board, employees, and external stakeholders.

Demonstrated capacity to inspire and motivate teams, rallying them around a shared vision and driving collective success.

- **Deciding and Initiating Action**

Takes responsibility for actions, projects and people; takes initiative and works under own direction; initiates and generates activity and introduces changes into work processes; makes quick, clear decisions which may include tough choices or considered risks.

- **Working with People**

Shows respect for the views and contributions of other team members; shows empathy; listens, supports and cares for others; consults others and shares information and expertise with them; builds team spirit and reconciles conflict; adapts to the team and fits in well.

- **Adhering to Principles and Values**

Upholds ethics and values; demonstrates integrity; promotes and defends equal opportunities, builds diverse teams; encourages organisational and individual responsibility towards the community and the environment.

- **Applying Expertise and Technology**

Applies specialist and detailed technical expertise; uses technology to achieve work objectives; develops job knowledge and expertise (theoretical and practical) through continual professional development; demonstrates an understanding of different organisational departments and functions.

- **Planning and Organising**

Sets clearly defined objectives; plans activities and projects well in advance and takes account of possible changing circumstances; identifies and organises resources needed to accomplish tasks; manages time effectively; monitors performance against deadlines and milestones.

- **Deciding and Initiating Action**

Takes responsibility for actions, projects and people; takes initiative and works under own direction; initiates and generates activity and introduces changes into work processes; makes quick, clear decisions which may include tough choices or considered risks.

- **Persuading and Influencing**

Gains clear agreement and commitment from others by persuading, convincing and negotiating; makes effective use of political processes to influence and persuade others; promotes ideas on behalf of oneself or others; makes a strong personal impact on others; takes care to manage one's impression on others.

- **Delivering Results and Meeting Customer Expectations**

Focuses on customer needs and satisfaction; sets high standards for quality and quantity; monitors and maintains quality and productivity; works in a systematic, methodical and orderly way; consistently achieves project goals.

- **Coping with Pressures and Setbacks**

Maintains a positive outlook at work; works productively in a pressurised environment; keeps emotions under control during difficult situations; handles criticism well and learns from it; balances the demands of a work life and a personal life.

- **Achieving Personal Work Goals and Objectives**

Accepts and tackles demanding goals with enthusiasm; works hard and puts in longer hours when it is necessary; seeks progression to roles of increased responsibility and influence; identifies own development needs and makes use of developmental or training opportunities.

- **Systems Thinking**

Identify leverage points and interdependencies across innovation sectors and policy areas.

- **Innovation Curatorship**

Design, scale and guide innovation programmes with cross-sectoral reach.

- **Collaborative Leadership**

Mobilise and inspire diverse actors across public and private spheres.

- **Digital Fluency**

Oversee organisational digitisation and ensure adoption of emerging tech in service delivery

AGREEMENT ON THE ROLE AND JOB DESCRIPTION	
CHAIRPERSON OF THE BOARD	EMPLOYEE
Name:	Name:
Signature	Signature
Date	Date