



sport, arts & culture

Department:
Sport, Arts and Culture
REPUBLIC OF SOUTH AFRICA



**CHIEF EXECUTIVE OFFICER
FIVE (5) YEARS FIXED TERM CONTRACT**
Salary level: Cost to Company R1 700 000

RE-ADVERTISEMENT

Candidates who applied in the previous advertisement need not reapply.

The Performing Arts and Centre of the Free State (PACOFS), a theatre, is a public entity of the National Department of Sports, Arts and Culture based in Bloemfontein.

CHIEF EXECUTIVE JOB PURPOSE

Reporting to the Chairperson of Council of the Performing Arts Centre of the Free State (PACOFS), the successful candidate will take the responsibility to develop, implement and oversee the strategy of the institution, lead its artistic strategic direction and operational path and delivery on its mandate.

KEY PERFORMANCE AREAS

- Develop, implement, monitor, and evaluate the institution's strategy, artistic direction, and business plans.
- Develop and maintain effective strategic relationships with key stakeholders, including the shareholder, potential funders, and local/ international inter-governmental agencies and partners.
- Ensure that the institution is financially resourced and that resources are effectively managed.
- Implement a revenue enhancement strategy, sourcing of alternative funding, and the development of strategies to approach funders and submission of fundraising proposals.
- Ensure a mature link between the PACOFS staff and its Council and oversee all Council matters.
- Ensure that the organisational structure is aligned to the needs of the institution.
- Ensure that the institution's capital works projects are effectively managed and implemented.
- Taking overall charge of the organisation's operations, including the management of human capital, performance management, and risk management.

MINIMUM QUALIFICATIONS AND EXPERIENCE

- A Master's Degree in Business Administration/ Leadership, Marketing, Performing Arts, or any appropriate field.
- At least 10 years relevant management experience, of which 5 must be at an Executive Management Level as an Accounting Officer.

- Public Sector, Arts Industry, and/or Marketing experience will serve as a strong recommendation.
- Sound Knowledge of the PFMA, Treasury Regulations, PPPFA, and King Code on Corporate Governance.
- Knowledge of the revised White Paper on Arts, Culture, Heritage, and Cultural and Creative Industries.

KEY COMPETENCIES

- Strategic Thinking and alignment
- Project Management
- Financial Management
- People Management
- Planning and Organising
- Control and Monitoring
- Stakeholder Management
- Ethical and innovative leadership
- Business Acumen
- Persuasiveness
- Analytical and critical thinking
- Customer Focused
- Ability to work under pressure
- Agility to respond to external changes

KNOWLEDGE

- Performing Arts Industry
- PACOFS specific legislation

It is the responsibility of candidates with foreign qualifications to have them verified by the South African Qualifications Authority (SAQA) * PACOFS reserves the right not to make an appointment * Failure to submit all the requested documents will result in the application not being considered * PACOFS subscribes to the principles of Employment Equity * If you have not been contract within two month after the closing date, please regard your application as unsuccessful.

Applications should be submitted to: recruit@prebless.com. Applications must consist of a letter of motivation, a comprehensive CV, certified copies of qualifications, and ID.

For any enquiries: Bless Ndlovu

Tel No: 012 004 3469

Closing date : Friday 13 March 2026