CENTLEC (SOC) LTD.

Invites suitably qualified candidates to apply for the undermentioned vacancy.
CENTLEC (SOC) LTD is an Equal Opportunity and Affirmative Action Employer.

POST REF. 1. DIRECTORATE: ENGINEERING WIRES

EXECUTIVE MANAGER: ENGINEERING WIRES - ONE (1) POST

(INTERNAL /EXTERNAL)
(PERMANENT)

Qualifications:

B.Sc. in Electrical Engineering (Heavy Current) / B. Tech in Electrical Engineering (Heavy Current) /Equivalent with a Governance Certificate of Competence (GCC) (Factories).Registered with ECSA (Engineering Council of South Africa).

Experience:

Seven – Ten (7-10) years' working experience in management of a medium to large electrical distribution environment, with at least 5 years at a senior management level.

Core description:

The successful candidate will report directly to the CEO and be responsible for the following functions:

• Strategic Master Planning (132/33/11kV):
Grid Optimisation: Overseeing the long-term planning of the 132kV transmission, 33kV sub-transmission, and 11kV distribution networks. This involves modeling load growth, identifying capacity constraints, and ensuring the network can support future urban and industrial development.
Master Plan Execution: Translating the electrical master plan into a phased, implementable roadmap that balances immediate load requirements with long-term infrastructure sustainability.

• Electrical Maintenance Infrastructure:
Asset Management: Driving proactive maintenance strategies to reduce electricity losses (technical and non-technical) and preventing infrastructure degradation.
Operational Reliability: Ensuring that substations and distribution lines are maintained to high safety and performance standards to ensure continuous service delivery to the 185,000+ customers.

• Capital Expenditure (CAPEX) & Financial Oversight:
Budgeting & Procurement: Managing multi-year CAPEX budgets. This includes aligning project spending with Municipal Finance Management Act (MFMA),SDBIP requirements to ensure that grant-funded and own-revenue projects are executed without unauthorised, irregular, fruitless, or wasteful expenditure.
Project Lifecycle Management: Overseeing projects from pre-feasibility and design through to commissioning. A key focus is preventing "abandoned projects" or poor contract management, which are common audit red flags.

• Human Capital & Performance:
Skills Development: Managing technical talent, identifying skills gaps, and implementing training programs to ensure the engineering team can handle complex grid operations.
Performance Accountability: Setting clear Key Performance Indicators (KPIs) for the unit, linking departmental goals to the organisational strategic plan, and ensuring discipline and accountability within the engineering workforce.

• AGSA Context: Compliance & Service Delivery:
Grant Management: Ensure full and compliant spending of infrastructure grants; prevent underspending or diversion of funds.
Contract Management: Enforce strict monitoring of contractors; address poor quality work or delays immediately to avoid cost overruns.
Service Delivery: Directly link infrastructure project outcomes to the reliability of electricity supply for the public.
Material Irregularities: Maintain robust record-keeping and internal controls to avoid "material irregularities" (significant financial losses due to non -compliance).

Required Competencies and Skills:

• A Post Graduate qualification in management will be an added advantage.
• Strategic thinker with strong analytical and network skills.
• Ability to exercise sound judgment, good organisational and project management skills with proven leadership record.
• Business planning, administration, negotiation, financial, team working and report writing skills.
• Policy development and implementation skills.
• Knowledge of Local Government and related Acts and other relevant regulatory framework.
• Strong analytical skills in power system and robust understanding of AGSA/MFMA compliance requirements.

Employment Equity:

Employment Equity candidates will be given preference.

Applications must be sent to the email address provided and reference must be made against a particular post, be accompanied by a Curriculum Vitae, Certified Copies of Qualifications, a Driver's License and Identity Document. Certification must not be older than six months. An applicant MUST complete the prescribed CENTLEC (SOC) LTD Senior Managers Employment application form (accessed from the CENTLEC website), failure to adhere to the contents of this advert will lead to applications being disqualified. ALL COSTS ASSOCIATED WITH AN APPLICATION WILL BE BORNE BY THE APPLICANT.

CENTLEC (SOC) Ltd is an equal opportunity Employer, therefore will take into consideration the objectives of Sec, 195 (1) (i) of the Constitution of the Republic of South Africa, 1996 (Act 108/1996) and the Employment Equity Act, 1998 (Act 55/1998) in filling of this vacancy. The Entity is an equal opportunity affirmative action employer. The appointment will be made in line with CENTLEC (SOC) Ltd.'s Employment Equity plan. CENTLEC (SOC) Ltd support the recruitment and advancement of individuals with disabilities. For us to fulfil this purpose, candidates can disclose their disability information on a voluntarily basis. The Company will keep this information confidential unless we are required by law to disclose this information to other parties.

It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). The successful candidate will be required to sign an employment contract, a performance agreement, and the disclosure of financial interest before commencement of his/her duties.

APPLICANTS MUST NOTE THAT FURTHER CHECKS WILL BE CONDUCTED ONCE THEY ARE SHORTLISTED AND THAT THEIR APPOINTMENT IS SUBJECT TO POSITIVE OUTCOMES ON THESE CHECKS, WHICH INCLUDES SECURITY CLEARANCE, SECURITY VETTING, QUALIFICATION VERIFICATION AND CRIMINAL RECORDS VERIFICATION. APPLICANTS WILL BE REQUESTED TO GIVE THE ENTITY CONSENT TO VERIFY THEIR QUALIFICATIONS AND NOT POSESS DUAL CITIZENSHIPS, FAILURE WHICH THEIR APPLICATION WILL BE DISQUALIFIED.

Please note that if you do not receive any correspondence from the Entity, regarding your application, within 30 days after the closing date of this advertisement, you should regard your application as unsuccessful. CENTLEC RESERVES THE RIGHT NOT TO FILL ANY OF THESE ADVERTISED POSTS. PLEASE NOTE THAT THE ENTITY WILL UNDER NO CIRCUMSTANCES REQUEST APPLICANTS TO PAY MONIES IN ORDER TO BE APPOINTED TO THE ADVERTISED POSITIONS. NO HAND DELIVERED APPLICATIONS WILL BE ACCEPTED.

Salary Grade: TOTAL COST TO COMPANY R 1 887 000 - R 2 074 778.

The closing date in respect of this position will be 23 August 2026 @ 16H00. PLEASE NOTE THAT APPLICATIONS RECEIVED AFTER THE CLOSING DATE WILL NOT BE CONSIDERED.

SUBMIT APPLICATION FORM/CV TO:

Human Resource Management, Private Bag X14, Bloemfontein, 9300
Email: to Mpho Molemela at Employ5@centlec.co.za
Telephonic Enquiries: 051 - 412 2727/2630/2629