



INTERNAL AND EXTERNAL VACANCY: GROUP CHIEF EXECUTIVE OFFICER (GROUP CEO) – FIVE YEAR FIXED-TERM EMPLOYMENT CONTRACT

CEF is a Schedule 2 state owned diversified energy company reporting to the Department of Mineral & Petroleum Resources. The Mandate of CEF is to contribute to the security of energy supply of South Africa and the Region through exploration, acquisition, development, marketing and strategic partnership. It is derived from the CEF Act (No 38 of 1977) and the Ministerial directives issued thereafter.

JOB PURPOSE:

To provide visionary, strategic, and ethical leadership to the Central Energy Fund Group in line with the legislative mandate (CEF Act 38 of 1977), national energy policy, and the National Development Plan. The role ensures long-term commercial sustainability, energy security, and regional integration through strategic investments, systemic change, and cultural transformation.

REQUIRED MINIMUM QUALIFICATIONS, EXPERIENCE AND CERTIFICATES:

- Honours degree (NQF 8) in Business Administration, Energy Economics, Finance, Engineering and/ or equivalent.
- 15 years' overall leadership experience of which 5 to 8 years must be in a top management role, preferably in an organ of state.
- Experience with Board-level engagement will serve as an added advantage.
- Proven track record in portfolio growth, M&A, strategic partnerships, and stakeholder engagement.
- Experience in energy (including the petroleum industry), investment or infrastructure sectors.
- Masters qualification (NQF 9) in the relevant field will serve as an added advantage.

DESIRED ADDITIONAL SKILLS/ COMPETENCIES:

- Knowledge Local Energy markets and International Energy Markets

- Public sector governance and SOE regulatory frameworks (PFMA, Treasury regulations, King IV)
- ESG principles and national development policy alignment
- Strategic foresight, Systems thinking & Change leadership
- Culture transformation, Stakeholder diplomacy & Government relations
- Corporate governance and board engagement
- Scenario planning, Design thinking & High ethical standards
- Accountability & Inclusive decision making
- Growth Mindset and Resilience
- Visionary leadership and Risk-balanced boldness

KEY PERFORMANCE INDICATORS:

Strategic leadership & Portfolio direction

- Align Group with national priorities and position CEF as a strategic investor
- Enable CEF to lead the energy transition and ensure energy security by formulating and driving the Group strategy, vision and growth agenda.
- Smooth integration with all CEF subsidiaries and providing policy & strategic leadership.

Investment oversight & Portfolio growth

- Achieve financial sustainability and long-term returns through providing direction to the GCOO on deal structuring, acquisitions, divestments and investment performance

Financial Stewardship & Fiscal Responsibility

- Ensure financial integrity and maximise value for public funds by overseeing financial governance, budgeting, audit assurance, and capital deployment in partnership with the GCFO
- Execution of financial decisions to maximise value for the organisation
- Ensure that financial targets are met in accordance with the CEF financial plan.

Risk, Governance & Compliance

- Uphold ethical leadership and accountability by managing governance structures, ensuring regulatory compliance, transparent and regular engagement with the board.

- Oversee legal, risk, and compliance through GE: Legal, Risk and Compliance; chair governance forums and ensure compliance with all regulatory requirements
- Engage with the Chief Audit Executive on internal control effectiveness and organisational risk posture.

Group Services & Operational enablement

- Empower execution and drive organisational efficiency and culture change by provide strategic support to GE: Corporate Services to ensure optimal enablement of relevant support departments
- Build internal capacity to respond to complexity and unlock new opportunities by championing innovation, growth mindset, design thinking, and systemic change in relevant support departments
- Drive excellence and accountability across the Group by setting clear KPIs for Exco and ensuring delivery of strategic targets

Stakeholder engagement & Developmental Impact

- Secure strategic partnerships and stakeholder alignment by managing relations with government, regulators, partners, and communities to deliver mandate as the development agent of the state
- High visibility and effective representation of CEF SOC at public events and instil public trust
- Identify and develop new partnerships within the broader and international energy community to assist in the delivery of the CEF mandate
- Ensure sound relationships with stakeholders across the board by developing stakeholder insight to CEF's mandate and operations, designing mechanisms for delivering stakeholders' needs and responding timeously and appropriately to stakeholders' needs
- Develop and implement programmes to enhance stakeholder and partner involvement in the evolution of CEF to grow future capacity, optimise support for the CEF and obtain feedback on the organisation's efficiency and contribution
- Develop and maintain sound working relationships with Heads of Subsidiaries and their Boards.

Regional and International Expansion

- Contribute to regional energy security and continental integration by leading cross-border initiatives and partnerships in energy value chains.

Publish date: **29 September 2025**

Closing Date: **19 October 2025**

APPLICATIONS MUST BE SEND TO cef-ceo2025@cefgroup.co.za

NOTE: The successful candidate/s for the advertised position/s will be required to undergo personnel suitability checks, which includes, criminal records, citizenship, financial checks, qualifications and previous employment (Reference checks). It is the responsibility of the applicant to make sure that foreign qualifications are evaluated by the South African Qualifications Authority and the evaluation certificate is attached to the application on submission. All applicants who have been in the employ of SOEs for three years or more are expected to have undergone SSA vetting and are to provide their vetting outcome.

If you do not hear from the CEF SOC three months after the closing date of the advertisement, consider your application unsuccessful. CEF SOC reserves the right not to fill this position. **LATE APPLICATIONS WILL NOT BE CONSIDERD**

CEF SOC is an equal employment opportunity and affirmative action employer, and it is committed to the achievement and maintenance of diversity and equity in employment, especially in respect of race, gender and disability. This position will be filled in accordance with the CEF SOC Employment Equity Plan.