



AIDC Eastern Cape SOC Ltd

CHIEF EXECUTIVE OFFICER (CEO)

(5-YEAR PERFORMANCE-BASED CONTRACT – GQEBERHA OFFICE-BASED)

The Chief Executive Officer will provide strategic and executive leadership to AIDC-EC, translating the organisation's mandate and Board-approved strategy into sustainable economic and organisational outcomes. The CEO will lead the growth and global positioning of the Eastern Cape automotive industry by driving investment attraction, strategic partnerships, policy advocacy and sector competitiveness, while ensuring sound corporate governance, financial sustainability, organisational performance and operational excellence. The CEO will be accountable to the Board for the effective execution of the AIDC-EC mandate, delivery of agreed strategic outcomes and the long-term sustainability of the organisation.

BRIEF JOB PROFILE

- Develop and implement long-term strategies that position the province as a globally competitive automotive ecosystem, aligned to relevant national and provincial automotive and industrial policy priorities, including localisation, new-energy vehicle transition and automotive value-chain development.
- Lead investment attraction, export growth, enterprise development and innovation initiatives that create sustainable economic opportunities and employment across the automotive value chain, with measurable investment, localisation, enterprise-development and employment outcomes.
- Enhance the global competitiveness and resilience of the automotive industry through relevant research, international benchmarking, industry collaboration and pioneering initiatives that respond to a rapidly evolving global environment.
- Build and maintain strategic relationships with government, industry leaders, investors and development institutions, and advocate for policy support, incentives and interventions that advance sector and provincial priorities.
- Foster strategic partnerships that strengthen the automotive ecosystem and contribute to sustainable investment, economic growth and job creation.
- Lead the mobilisation and diversification of strategic resources, partnerships and revenue streams to strengthen the long-term financial sustainability of AIDC-EC.
- Ensure sound corporate governance, effective administration and implementation of Board decisions, financial sustainability, prudent resource management, risk management and operational efficiency within AIDC-EC.
- Ensure robust internal controls, SCM compliance, contract management, audit remediation and consequence management, consistent with the applicable governance and legislative framework.
- Build and lead a high-performing leadership team.

Key Competencies

- Strategic Leadership and Vision
- Business & Commercial Acumen
- Financial and Corporate Governance Stewardship
- Automotive Industry, Industrial Development and Investment Expertise
- Stakeholder Influence and Advocacy
- Strategic relationship-building and networking skills, Innovation, Executive Judgement and Results Orientation
- Transformation, Change Leadership and Organisational Turnaround

Minimum Requirements

- A relevant master's degree or equivalent postgraduate qualification in Management, Leadership, Commerce, Economics, or Engineering.
- At least 10 years' executive management experience, including substantial experience in a senior executive leadership role, with demonstrated responsibility for strategic leadership, organisational performance and delivery of business objectives in a complex organisation.
- Experience in dealing with government and government agencies and a demonstrable ability to build strong and beneficial relationships with both the government and private sector.
- Demonstrated track record in investment attraction, industrial development, localisation, supplier development and/or automotive sector competitiveness.
- Strong knowledge and understanding of applicable legislative, regulatory and corporate governance frameworks, including the Public Finance Management Act (PFMA) and King IV.
- Sound knowledge of strategic and operational planning, including monitoring and evaluation.
- Experience in leading organisational change, strengthening governance and controls, and managing performance and accountability in a complex public or private-sector environment.
- Sound knowledge and understanding of the South African automotive industry and its broader stakeholder ecosystem will be advantageous.
- Demonstrated experience in working effectively with Boards and/or governance structures, including executive reporting, strategy execution and organisational accountability will be an added advantage.

Interested candidates are invited to submit their comprehensive CV with contactable references and certified copies of academic qualifications and a copy of ID to recruitment@aidcec.co.za

AIDC-EC reserves the right not to make an appointment to the position and to withdraw the advertisement at any stage of the recruitment process.

If you have not been contacted within eight weeks after the date of the advertisement, please regard your application as unsuccessful.

CLOSING DATE: 30 September 2026