

This Vacancy is open to Employees of the City of Johannesburg , Metrobus and External Applicants  
 Publication Date: 18 Feb 2024  
 Closing Date: 13 March 2024.

**NB: Accounting and MBA as part of requirements were erroneously omitted**

Further, the closing date has been extended by an additional seven (7) days meaning that the **new closing date is now the 13 March 2024.**



WE HAVE AN EXCITING CAREER OPPORTUNITY FOR:

## *Erratum -* (MANAGING DIRECTOR (MD) POSITION - METROBUS FIVE YEAR FIXED TERM CONTRACT POSITION

### APPLICATION REQUIREMENTS

- Complete the online job application form and attach all relevant and updated documents (Certified Qualification/s/Certificates, ID, and CV).
- Applicants should take note that they can be required to provide proof of original documents during the selection process.
- You will be requested to provide a brief description of your work experience relating to the vacancy.
- Applicants with membership to professional bodies need to provide a membership number and expiry date.
- If you are an internal applicant, your employee number will be required.
- Applicants are advised to use Google Chrome when applying for Metro Bus positions.

### DISCLAIMER

- The MetroBus is currently recruiting and will not demand payment in any form for any job placement.
- The Metro Bus applies the principles of employment equity as per the National legislation and policy guidelines and will consider designated groups in line with these requirements. We are an equal opportunity employer.
- By submitting your application for a position at the Metro Bus, you are consenting that the personal information submitted as part of your application may be used for the purposes of the Recruitment and Selection and related process only.
- Metrobus reserves the right not to fill the position.

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City of Johannesburg  
Metropolitan Bus Services SOC LTD

Transportation House	PO Box 1787 Johannesburg 1 Raikes Road South Africa Braamfontein	Tel +27(0) 11 403 4300 Fax +27(0) 11 403 2000
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**DEPARTMENT:** Managing Director's Office Senior Management – Section 56  
**DESIGNATION** Managing Director (MD)  
**REMUNERATION:** Total Cost to company negotiable between R2.1 and R3.3m

**LOCATION:** Metrobus – Head Office

**Purpose:** Reporting to the Chairperson of the Board, the successful candidate will spearhead strategic leadership, expertise and management of Metrobus in respect of business strategy, operational efficiencies, implementation of board directives, stakeholder management, governance, risk management and ensuring effective and efficient utilisation of company resources to ensure that Metrobus is able to deliver on.

**Qualifications and Experience:**

- Minimum Honours degree (NQF LEVEL 8) or a relevant postgraduate business qualification in Engineering, Accounting, Economics, MBA, Transport Economics, Transport Planning, Logistics, or related tertiary qualification. All qualifications obtained outside of South Africa must be SAQA accredited at the behest and cost of the candidate.
- Minimum of five (5) years' experience at a Senior Management level, preferably in Local Government, public transport and/ or Logistics management.
- At least 8-10 years extensive experience senior management experience.
- Experience in the development and implementation of Organisational Turn- Around-plans will be a distinct advantage.

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### **Key performance areas**

- Develop, for Board's and City approval, Metrobus' strategic and business plans, and sound operating plans and an associated budget.
- Ensure effective and efficient implementation of scheduled and contracted bus services.
- Promote the City's transportation values by meeting the highest ethical standards, cultivating a positive and ethical work climate that is conducive to attracting, retaining and motivating a diverse group of top-quality talent at all levels and instilling the organisation's vision and values through modelling them and communicating them.
- Keep the Board and the shareholder fully informed in a timely and candid manner of the progress of the organisation towards the achievement of its established goals and of all material deviations from the goals or objectives and policies established by the Board.
- Take steps to build an effective management team and oversee the plan for management's development and succession.
- Promote world-class customer service strategy to ensure the highest possible customer experience on Metrobus.
- Oversee and finalise the development of financial plans on an on-going basis, this includes revenue forecasting, fare pricing and fare collection practices.
- Develop and maintain contingency plans for dealing with service disruptions and be responsible for execution of such plans.
- Establish and monitor plans for provisions of security to passengers, employees and equipment.
- Develop and maintain effective relationships with all stakeholders including organised labour.
- Establish effective and sound business governance environment.

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**Strategic Competencies:**

Strategic Direction and Leadership	<ul style="list-style-type: none"><li>▪ Impact and Influence</li><li>▪ Institutional Performance Management</li><li>▪ Strategic Planning and Management</li><li>▪ Organisational Awareness</li></ul>
People Management	<ul style="list-style-type: none"><li>▪ Human Capital Planning and Development</li><li>▪ Diversity Management</li><li>▪ Employee Relations Management</li><li>▪ Negotiation and Dispute Management</li></ul>
Program and Project Management	<ul style="list-style-type: none"><li>▪ Program and Project Planning and Implementation</li><li>▪ Service Delivery Management</li><li>▪ Program and Project Monitoring and Evaluation</li></ul>
Financial Management	<ul style="list-style-type: none"><li>▪ Budget Planning and Execution</li><li>▪ Financial Strategy and Delivery</li><li>▪ Financial Reporting and Monitoring</li></ul>
Change Leadership	<ul style="list-style-type: none"><li>▪ Change Vision and Strategy</li><li>▪ Process Design and Improvement</li><li>▪ Change Impact Monitoring and Evaluation</li></ul>
Governance Leadership	<ul style="list-style-type: none"><li>▪ Policy Formulation</li><li>▪ Risk and Compliance Management</li><li>▪ Cooperative Governance</li></ul>

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## **Core Competencies:**

- Planning and Organizing
- Analysis and Innovation
- Knowledge and Information Management
- Communication
- Results and Quality Focus
- Communication
- Results and Quality Focus

## **Employment and Performance contract**

The successful candidate will be required to enter both a fixed term (5 year) employment contract as well as an annual performance contract with the entity.

## **Declaration of Financial Interest**

On assumption of employment, the successful applicant will make, in the manner prescribed by the entity and to the extent required by the entity, disclosure of financial interest.

## **Psychometric testing and Security Vetting**

The entity's recruitment process includes psychometric testing in relation to the competency requirements and key performance areas of the position. Candidates will be required to undergo psychometric testing. Candidates will also be required to undergo security vetting.



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**NB: all foreign acquired qualifications must be SAQA accredited**

**LOCATION: METROBUS HEAD OFFICE (Braamfontein)**

**Certified Application documents and CVs must be submitted online by clicking the allocated link below for this position.**

**NB: ALL APPLICATIONS MUST BE ACCOMPANIED BY CERTIFIED COPIES OF IDENTIFICATION DOCUMENT; DRIVER'S LICENSE AND QUALIFICATIONS. FAILURE TO COMPLY WILL RESULT IN IMMEDIATE DISQUALIFICATION.**

**NB: All applicants who meet the above Mentioned requirements are encouraged to apply. Metrobus is an equal opportunity affirmative action employer. The company will prioritise the employment of women; Youth; People with disabilities and those that will improve its Employment Equity profile.**

**Telephonic enquiries: Mr Ernest Ebughe: (011 482 2242; Cell 078 416 0355)**

**Email enquiries: [Manager@ebustech-consulting.co.za](mailto:Manager@ebustech-consulting.co.za)**

**Closing date: CLOSING DATE: Wednesday, 13 March 2024**

**Not later than (16:00)**

**<https://share.hsforms.com/14NkcLbLYQpCTCXNqjJQf1A469tI>**

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