



national film and video foundation
SOUTH AFRICA
an agency of the Department of Sport, Arts and Culture

NFVF: CEO RE-ADVERTISEMENT

CHIEF EXECUTIVE OFFICER

5 Year Fixed-Term Contract: Job Ref No: RECR/CEO/07/24/2025

Remuneration: R1 9494,80.00 - R2 288,200.00

The National Film and Video Foundation (NFVF), an agency of the Department of Sport, Arts and Culture (DSAC), ensures the equitable growth of South Africa's film and video industry. The NFVF provides funding for the development, production, marketing, and distribution of films and the training and development of filmmakers. Additionally, the NFVF commissions research and produces industry statistics, offering valuable insights to the public and stakeholders about the South African film industry.

To enhance its operational excellence and deliver on its mandate, the NFVF invites applications for the position of Chief Executive Officer (CEO):

Job Specification: Chief Executive Officer (CEO)

Position Overview: The Chief Executive Officer will lead the NFVF's strategic growth and operational delivery, ensuring its mandate is achieved with efficiency and impact. Reporting directly to the Chairperson of the NFVF Council, the CEO will provide visionary leadership while building a high-performing and collaborative organizational culture. This is a five-year, fixed-term senior management role based in Johannesburg.

Key Responsibilities:

1. Strategic Leadership:

- Oversee the planning, development, and execution of the NFVF's strategy to meet short, medium, and long-term objectives.
- Identify and address strategic opportunities to ensure the NFVF's goals are achieved effectively.
- Champion a high-performance culture aligned with the NFVF's vision and values.

2. Organizational Leadership:

- Foster a collaborative and empowering culture through effective communication, recognition, and professional development opportunities.

- Establish clear roles and responsibilities for staff to ensure accountability and alignment with organizational goals.
- 3. **Financial Stewardship:**
 - Ensure sound financial management, including budgeting, spending oversight, and resource allocation in line with strategic objectives.
 - Drive strategies to secure adequate funding and ensure financial sustainability.
- 4. **Operational Oversight:**
 - Provide oversight of operational processes and controls to enhance efficiency and ensure compliance with governance standards (PFMA, legislative prescripts).
 - Work closely with the executive team to ensure the effective implementation of organizational policies and frameworks.
- 5. **Change Management:**
 - Lead transformation efforts to address systemic challenges and promote innovation.
 - Develop and implement change management strategies that enhance organizational agility and adaptability.
 - Encourage creative problem-solving and the adoption of forward-thinking approaches across all levels of the organization.
- 6. **Stakeholder Engagement:**
 - Build and maintain strategic relationships with stakeholders, including DSAC, funders, intergovernmental agencies, and the broader film industry.
 - Actively engage communities and local stakeholders to position the NFVF as a credible and accessible entity.
 - Represent the NFVF in legal and contractual negotiations with stakeholders, ensuring alignment with organizational goals and legal compliance.
- 7. **Governance and Risk Management:**
 - Develop and ensure adherence to legal frameworks, ensuring the NFVF complies with all statutory and regulatory obligations specific to its mandate.
 - Develop and implement risk management frameworks to mitigate strategic and operational risks.
 - Advise the NFVF Council and management team on legal risks and mitigation strategies.

Educational and Work Experience Requirements:

- A minimum qualification of NQF Level 7 in Public Administration, Governance, or Business Management. A Master's degree, NQF Level 8 or higher will be an added advantage.
- At least 10–15 years of progressive management experience, including a minimum of 5 years at an executive or senior management level.
- Proven experience in public sector governance, corporate governance, or compliance with frameworks such as the PFMA or similar, with a strong legal background in interpreting and applying regulatory frameworks.
- Demonstrated experience in public sector governance, corporate governance, or compliance with frameworks such as the PFMA or equivalent regulatory standards. A strong understanding of regulatory requirements and frameworks relevant to public entities is essential.
- Demonstrated capability in managing budgets, resource allocation, and ensuring financial sustainability, as these are critical for ensuring operational excellence
- Experience in developing and executing strategic initiatives, managing large-scale organizational change, and fostering innovation to drive efficiency and modernization.

- Proven ability to establish and maintain effective relationships with government entities, funders, and industry stakeholders, ensuring alignment with organizational goals.
- Exceptional ability to articulate a clear vision, influence diverse stakeholders, and inspire collaboration within and outside the organization.
- Familiarity with the film and video industry is preferable, including knowledge of its dynamics, challenges, and opportunities, but not mandatory.

Desired Competencies and Skills:

- Strategic vision and leadership capabilities.
- Strong expertise in financial management and resource allocation.
- Advanced decision-making and problem-solving abilities.
- Effective people management skills, including team motivation and professional development.
- Strong communication and stakeholder engagement skills.
- Ability to navigate complex legal frameworks and provide actionable advice to senior leadership.
- Exceptional understanding of statutory and regulatory requirements relevant to the public sector.
- Proficiency in analyzing legal documents and agreements to mitigate organizational risks.
- Change management and transformation expertise.
- A results-oriented mindset with a focus on continuous improvement.
- Sound understanding of risk management and corporate governance principles.
- Proficiency in leveraging technology to streamline operations and support strategic objectives.

Application Details:

Interested candidates should submit their applications, including a comprehensive CV and cover letter, to **ceovacancy@nfvf.co.za**.

Important Notes:

- Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification, Risk assessment and psychometric & competency assessments)
- The NFVF will request certified copies of educational qualifications from shortlisted applicants.
- It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).

Closing Date: 24 July 2025 at 16:00. No late applications will be accepted.

Applications not responded to within 30 days of the closing date must be considered unsuccessful. The NFVF reserves the right not to make an appointment. Applicants who previously applied for the position are encouraged to apply.