

RE-ADVERTISEMENT CHIEF OPERATIONS OFFICER

Applicants who have previously submitted an application for this position are not required to re-apply.

Ref: FASSET/COO/2026

Fixed-Term Contract ending 31 March 2030

Randburg, Gauteng

Total Cost to Company: R1 734 975 per annum

Finance and Accounting Services Sector Education and Training Authority (FASSET) is a Schedule 3A public entity established in terms of the Skills Development Act, 1998, mandated to facilitate skills development and transformation within the finance and accounting sector.

FASSET seeks to appoint a dynamic, highly accomplished, and strategically driven Chief Operations Officer (COO) to provide executive leadership across the organisation's operational portfolio and support the achievement of its strategic mandate.

This role presents an exceptional opportunity for a seasoned executive with deep SETA and public sector experience to contribute to institutional performance, operational excellence, stakeholder impact to ensure achievement of FASSET objectives.

Reporting directly to the Chief Executive Officer, the COO will provide strategic and operational leadership across core business operations, ensuring organisational effectiveness, operational integration, regulatory compliance, and execution of FASSET's strategic objectives.

The successful candidate will lead the operationalisation of the organisation's strategy in alignment with the National Skills Development Plan (NSDP), Annual Performance Plan (APP), and Service Level Agreement with the Department of Higher Education and Training (DHET).

Main Responsibilities:

The successful candidate will:

- Provide executive leadership and oversight of FASSET's operational functions and programmes.
- Assist CEO with the formulation of strategic plan (SP) and annual performance plan (APP) in order to set comprehensive goals for performance and sustainable growth.
- Drive operational excellence, service delivery, and organisational performance across the organisation.
- Ensure effective implementation of strategic and operational plans aligned to the NSDP, SP and APP commitments.
- Lead institutional performance management and programme delivery at national and provincial levels.
- Oversee and manage monthly, quarterly and annual performance reporting of the core business to ensure compliance with the policy and the national DHET prescripts.
- Strengthen operational governance, compliance, and accountability in accordance with the PFMA and related legislation.
- Build and maintain strategic relationships with DHET, industry stakeholders, professional bodies, employers, and strategic partners.

- Lead organisational transformation, innovation, and continuous improvement initiatives.
- Ensure sound operational risk management and performance monitoring systems.
- Drive alignment between operations, strategy, finance, and stakeholder expectations.
- Lead and inspire high-performing multidisciplinary teams and foster a culture of accountability and excellence.
- Foster and maintain relationships between the Accounting Authority, CEO, Management, the DHET and other relevant stakeholders that are key to the entity.

Minimum Requirements

- A relevant qualification in: Public Administration, Commerce, Finance, Operations Management, Strategic Management, or a related or equivalent field (NQF 8 equivalent).
- A minimum of 10 years' senior management experience.
- A minimum of 5 years' experience as a Chief Operations Officer within a SETA or a Public Entity or 5 years relevant executive management experience in the SETA.
- Proven experience within a SETA or broader skills development/public entity environment.
- Extensive knowledge of the Skills Development legislation, PFMA, Treasury Regulations, King V, governance and compliance frameworks, and public sector performance management systems.
- Demonstrated knowledge and experience of managing people and performance.

The following will serve as an added advantage:

- An MBA will be advantageous.
- Active membership in any professional body

Competence Requirements

FASSET seeks an executive leader with:

- Strong strategic and operational leadership capability,
- Exceptional stakeholder management skills,
- Sound business and governance acumen,
- Strong analytical and decision-making ability,
- Organisational leadership maturity,
- Political and institutional astuteness, and the ability to lead in a complex and evolving environment,
- People management,
- Meticulous attention to detail and precision,
- Confidentiality, discretion, and professional integrity,
- The successful candidate must demonstrate high ethical standards, executive presence, resilience, innovation, and a results-driven leadership approach.

APPLICATIONS PROCEDURE

Applicants are required to submit a 1-page cover page motivation, a comprehensive curriculum vitae, an Identity Document, Matric certificate, qualifications and professional bodies accreditations to COOMay@fasset.org.za

The closing date is **21 August 2026**. Correspondence will be limited to shortlisted applicants, and should an applicant not hear from FASSET within 3 months of the closing date, please consider your application unsuccessful. Late submissions will not be considered. Enquiries may be directed to Mr Karabo Dikgore via email on Karabo.Dikgore@fasset.org.za or via telephone on 011 476 8570.

FASSET complies with the provisions of the Protection of Personal Information Act. By submitting your application for a position at FASSET, you are consenting that the personal information submitted as part of your application may be used for the Recruitment and Selection related processes.



FASSET applies the principles of Employment Equity and Appointment will be made in accordance with the approved Employment Equity Plan to promote its equitable representation in terms of race, gender and disability.