

## SENIOR POSITIONS AT ROBBEN ISLAND

Robben Island Museum (RIM) invites applications from suitably qualified, experienced and knowledgeable candidates for the key positions of Chief Executive Officer, Chief Financial Officer, and Company Secretary. Details may be accessed at [www.robben-island.org.za](http://www.robben-island.org.za) and other RIM platforms. Closing Date 13 February 2026.

### CHIEF EXECUTIVE OFFICER (CEO)

The CEO is responsible for providing strategic leadership, vision and executive management of RIM, ensuring the fulfilment of its National and World Heritage mandates, operational sustainability, sound governance and compliance with applicable legislation. The role works closely with and reports to the RIM Council to enhance organisational performance, drive innovation and strengthen stakeholder confidence. The CEO will be expected to lead RIM through a phase of organisational strengthening, operational renewal and strategic repositioning.

#### Minimum CEO Requirements

- A relevant Masters (eg in business, heritage, tourism).
- Ten years' senior executive leadership experience, preferably across both private and public sector regulated environments.
- Demonstrated capability in strategic leadership, governance, organisational performance management and stakeholder engagement.
- Experience leading complex organisations with public accountability, delivering results in dynamic environments.
- Strong business acumen and results-oriented, with the ability to modernise systems, optimise resources and embed a high-performance culture.

### CHIEF FINANCIAL OFFICER (CFO)

The CFO, reporting to the CEO, is responsible for providing strategic and operational leadership of RIM's financial sustainability, audit, governance and reporting functions, with responsibility for the Annual Financial Statements and Annual Report in compliance with the PFMA and National Treasury prescripts. The incumbent will ensure timely submission of reporting obligations to Council and the Department of Sport, Arts and Culture within statutory timelines. The CFO will be expected to strengthen financial systems, improve financial controls and enhance organisational performance in support of RIM's strategic renewal and sustainability.

#### Minimum CFO Requirements

- CA(SA).
- Ten years' senior financial management experience, including at least seven years of executive responsibility.
- Demonstrable ability to lead audits and annual reporting in a PFMA-regulated public entity or comparable environment.



- Proven track record of securing at least two (2) consecutive unqualified audit outcomes within the past five (5) years, with direct financial accountability.

An MBA and/or relevant postgraduate qualification will be advantageous.

### **COMPANY SECRETARY (CS)**

The Company Secretary is responsible for providing governance, compliance and legal support to the Council and its Committees to ensure adherence to applicable legislation, regulations, codes and governance standards. The CS ensures the effective functioning of Council and Committee processes, support ethical and responsible leadership, and facilitates decision-making through accurate records, information and guidance.

#### **Minimum CS Requirements**

- Chartered Governance qualification (eg CGISA/CSSA).
- Eight years' experience in a Company Secretary or senior corporate governance role.
- Sound knowledge of the PFMA, Treasury Regulations, King IV, PAIA and POPIA.

A degree in Law, Corporate Governance, Business Administration and/or a related field will be advantageous.

**SENIOR APPOINTMENTS:** Each of the above key RIM positions will be for a five-year fixed-term contract, with a probationary period of no more than a year. Remuneration and benefits will be aligned to public-sector norms.

**APPLICATIONS:** Interested South African applicants must submit a comprehensive CV with three contactable referees, a cover letter indicating suitability for the position and certified copies of their ID. Only shortlisted candidates will be contacted (by 6 March 2026), and will undergo security clearance, qualification verification and relevant screening. Robben Island Museum reserves the right not to make an appointment.

**Closing date:** 3pm, 13 February 2026 per email [c-suite@robben-island.org.za](mailto:c-suite@robben-island.org.za) with the subject line indicating the position (ie CEO, CFO or CS).