



JOB VACANCY

CHIEF EXECUTIVE OFFICER

LNDC

Block A, Development House
Kingsway Road
Private Bag A96
Maseru 100

TEL: 22231000 / 22312012

info@lndc.org.ls | www.lndc.org.ls

The Lesotho National Development Corporation (the Corporation) was established by an Act of Parliament as a parastatal. The LNDC Act No. 20 of 1967, as amended by LNDC Act No. 13 of 1990 and LNDC Act No. 7 of 2000, mandates the Corporation to: “initiate, promote and facilitate the development of manufacturing and processing industries, mining and commerce in a manner calculated to raise the level of income and employment in Lesotho.” The LNDC invites applications from suitably qualified and experienced candidates for the position of **Chief Executive Officer**.

PURPOSE

To develop, plan and implement the strategic direction of the Corporation towards the establishment and development of Basotho businesses. To be responsible for the overall management of the Corporation’s affairs as delegated by the Board of Directors.

MAIN OUTPUTS AND RESPONSIBILITIES

1. Financial Management

- Developing long-term financial strategies that align with the Corporations overall goals, ensuring sustainable growth and profitability.
- Overseeing the preparation and execution of budgets, monitoring expenditures, and ensuring resources are allocated effectively across departments.
- Make decisions about resource allocation to optimize return on investment and support strategic initiatives.
- Ensure accurate and timely financial reporting to stakeholders, including the board of directors, investors, and regulatory agencies.
- Make strategic decisions regarding investments, whether in capital projects, acquisitions, or new initiatives, based on thorough financial analysis.
- Ensure that the Corporation has clean audits by adhering to best practice principles

2. Strategic Management

- Oversee the complete operation of the Corporation in accordance with the direction established in the strategic plan.
- Develop, recommend, and communicate the strategic plan to the Board for approval, that is geared towards innovate and successful development of micro, small and medium enterprises.
- Ensure the Corporation makes resources affordable, available and accessible, including profitable growth and overall success on the mandate of the Corporation and enterprises.
- Establish an organisational structure for the Corporation which is necessary to enable execution of the strategy.
- Prioritise the allocation of human and financial resources to support the implementation of annual plans.
- Oversee the Corporation’s financial structure, ensuring adequate and sound funding for execution of the Corporation’s strategy and long-term financial sustainability.
- Monitor and report to the Board the performance of the Corporation.
- Monitor the external environment to continually position the Corporation towards effectively carrying out its mandate.
- Manage the Compact signed between the Corporation and the shareholder.



3. Stakeholder Management

- Identify the Corporation's key stakeholders, establish their needs and expectations and develop a strategy to fulfil those needs.
- Participate in industry-related events or associations that will enhance the CEO's leadership skills, the organization's reputation, and the organization's potential for success.
- Communicate, on behalf of the Corporation, with the Board, shareholders, government entities, and the public.
- Ensure that the Corporation's strategy, programs, and services are consistently communicated to relevant stakeholders.
- Ensure that the company maintains high social responsibility wherever it does business.
- Effectively manage conflicts Internally and Externally, promoting a more collaborative, productive, and positive workplace environment.
- Encourage a culture where team members feel safe to express their opinions,
- Maintain awareness of political, governmental, business and industry environments nationally, regionally and internationally.
- Participate in appropriate business and professional associations, networks, and activities relevant to the Corporation's interests.

4. Human Capital Management

- Oversee that appropriate processes and policies are in place to enable the effective management and development of human resources within the Corporation.
- Direct management team towards effective utilization and development of their human resources component.
- Monitor the cost-benefit ratios of human capital management and directs the management team towards remedies.
- Oversee that the management team implements the Human Resource policies, guidelines and adherence to best practices.
- Oversee that key human resource matters are comprehensively researched and prepared and appropriately raised with the Board that will enable greater effectiveness of Human capital development and utilization.
- Manage Corporation human capital through implementation of performance management system, providing opportunity for training and continuous development programs.

5. Property Management

- Ensure that the Corporation's properties are well-managed and optimally leveraged as a key income generator for the corporation.
- Ensure that the Corporation's properties are insured at all times.

6. Risk Management and Governance

- Ensure that proper systems are in place to identify, mitigate and manage business risks and such risks are acceptable to the Corporation and are within the guidelines established by the Board.
- Review and frequently report to the Board the risk management programs.
- Establish and maintain an environment of internal controls to manage the risks that the Corporation faces.
- Ensure the accuracy, completeness, integrity and appropriate disclosure of the Corporations financial statements and other financial information.
- Represent the organization for civic and professional association responsibilities and activities in the local community, the state, and at the national level.
- Ensure that the Corporation complies with all regulatory requirements.

REQUIRED SKILLS AND COMPETENCIES

Behavioural Competencies	
<p>Leadership</p>	<p>Demonstration of strategic thinking, resource allocation, and coordination of people and resources and the ability to motivate, develop, and direct people towards execution. Demonstrate experience in investment climate policy environment, global trends and regional drivers of foreign direct investment and business environment. Lead the Corporation to be sustainable and ensure economic growth in line with the LNDC Act.</p>
<p>Accountability</p>	<p>Act as role model to others in terms of reliability and integrity. Accountable towards stakeholders and the Board for the activities and actions of the organisation. Take personal responsibility for personal actions, those of department and the entire organisation. Ensure that the organisational culture is one in which taking responsibility for personal activities and the actions of others, is very important. Ensure that departments and team step into the breach for one another when mistakes are made.</p>
<p>Conflict Management</p>	<p>Manage potential conflicts of interests and other complications. Distinguish complex interests and un-voiced opinions. Determine different strategies, in advance, to be able to reduce tensions. Assess the hierarchy within a group or team. Overcome differences in opinions by looking for common ground.</p>
<p>Drive Result Delivery</p>	<p>Identify and harness business opportunities and demonstrated experience in resource mobilisation. Commit significant resources and/or time to ensure that challenging goals are achieved, while also taking action to mitigate risk. Take action to achieve a challenging goal. Set goals that will have a significant impact on the business and/or support the organisational strategy.</p>

Behavioural Competencies (cont.)

Business Acumen

Align current actions with organisational goals. Develop work plans that prioritise work in alignment with business goals. Act in accordance with established organisation objectives or goals. Hold management responsible for underperformance on the strategy.

Complexity Management

Analyses strategic situations and obtain the available information by analysing domestic, regional and international trends. Make use data from various and diverse sources prevent future complication and mitigate organisational risk. Evaluate the organisational objectives to uncover the origin of risks and missed opportunities. Evaluate pros and cons, risks and benefits of alternative solutions within the organisation, ensure the best way forward to obtain the operational goals.

Teamwork and Cooperation

Mentor management teams, and empower others, make them feel valued, strong and important. Encourage others after a setback.

Technical Competencies

Negotiation skills	Proficiency in negotiating contracts, partnerships, and agreements while achieving favourable outcomes for the Corporation. Ensure sensitive negotiation situations that require high levels of tact and diplomacy are conducted effectively.
Financial Management	Ensure financial management within the Corporation for implementation of strategy and programmes within the Corporation. Manage project budgets and other financial resources within the Corporation. Manage the Corporation's revenue and sustainability.
Analytical	Ability to navigate complex data and provide analytics and predictive scenarios that drive action and decision making.
Corporate governance	Ensure that corporate governance procedures is adhered to when conducting the business of the Corporation. Have knowledge of governance codes including Mohlomi code.

QUALIFICATION AND EXPERIENCE REQUIRED

- Master's degree in Business Administration, Economics, Finance or equivalent.
- Project Management qualification will be an added advantage.
- 10 years' experience in executive level

TERM OF CONTRACT

Five-year fixed term contract.

HOW TO APPLY:

Interested, suitably qualified and experienced candidates should email their applications accompanied by educational certificates and transcripts in **PDF FORMAT ONLY** to csec@lndc.org.ls. **Job title must be used as email subject**. Closing date is 24 January 2025 at 17h00.

To apply, candidates **MUST** download and fill an application form accessible on the Corporation's website: www.lndc.org.ls Detailed advert is also available on the website. **Hand delivered applications will not be accepted.**

Disclaimer: Only applicants who have used the LNDC application form and used the provided email will be considered. Only shortlisted applicants will be contacted.