Johannesburg Social Housing Company

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15 November 2026

INTERNAL AND EXTERNAL ADVERT

The Johannesburg Social Housing Company SOC Limited (JOSHCO) mandate is to develop and manage affordable rental housing for the lower market as an integral part of efforts to eradicate the housing backlog of the City of Johannesburg. JOSHCO is a registered Social Housing Institution and is accredited by the Social Housing Regulatory Authority (SHRA).

We invite qualified and experienced people to apply for the following vacant position.

POSITION : CHIEF EXECUTIVE OFFICER
EMPLOYMENT STATUS : 5-YEAR FIXED-TERM CONTRACT
DEPARTMENT : OFFICE OF THE CHIEF EXECUTIVE OFFICER

Purpose of the Job: The CEO is responsible for the overall strategic management and guidance of the Johannesburg Social Housing Company (SOC) Ltd, JOSHCO, to meet the mandate as set out in the signed agreements with the City of Johannesburg. The Company is a Municipal Entity as described in the MFMA and Systems Act, and as such has certain additional obligations over and above a normal company, specifically towards its shareholders (s) and the public in general. The CEO is an impeccable individual whose character is beyond reproach and a high-performance individual who stands out among his peers.

The Employee shall be directly accountable to the Board and in executing such duties, the Chief Executive Officer is expected to:

- To direct, lead and manage the company on its strategic growth path, as directed by the Board.
- Maintain strict adherence to policy prescripts and legislative and all applicable legislation.
- To make a significant contribution to the creation of an effective organisation culture which recognises and values both individual and team contributions to organisational effectiveness.
- Ensure ethical culture and revive the financial health of the organisation.

RESPONSIBILITIES (BUT NOT LIMITED TO THE FOLLOWING):

1. **Develop and Implement a Strategy and Operational Business Plan**
   - Define the overall strategy of the organisation and develop the organisational strategic plan approved by the Board.
   - Translate the business strategy into an operational business plan.
   - Develop Social housing Projects with the transport corridor and inner city.
   - Define the required organisational structure to support the strategic plan of the company.
   - Oversee development and maintenance of an organisational culture and values.

2. **Financial Sustainability for the Organisation**
   - Ensure Business development and acquisition of new business and client satisfaction.

Executive Directors: Mr. Melusi Ndima (Acting: CEO & ED), Mr. Floyd Rikhotso (CFO & ED), Mr. Theodore Dhlamini (Chairperson & NED), Adv. Blessing Tshabalala (Acting: Company Secretary), Ms. Thandeka Tshabalala (NED), Mr. Musa Shibambo (NED), Dr. Thulani Mdadane, (NED), Ms. Tabisa Poswa (NED), Mr. Ntokozo Mjiyako (NED) Ms. Bayiphiwe Simelane (NED), Mr. Jason Sobekwa (NED),
Registration Number: 2003/008063/30

- Oversee the development of the company budget approved by the Board.
- Monitor the financial performance of the company.
- Oversee the investment of surplus funds to optimize returns for the organisation.
- Ensure efficient financial processes in place to monitor and control financial decisions and the impact of these decisions on the sustainability of the company.
- Ensure projects are cost-effective and maintain an acceptable level of quality.
- Ensure Clean Audits.

3. **Good Corporate Governance practices and Compliance**
   - Manage and guide the implementation of good corporate governance practices.
   - Ensure compliance with prevailing legislation.
   - Provide input and guidance to Board and Board Committees to facilitate effective strategic decision making.
   - Report to Board, Board Committees and Shareholders on Joshco performance.
   - Management of the provision of administrative support to the Board and Board Committees.

4. **Effective Operational Management**
   - Oversee the development of business processes to facilitate effective business performance.
   - Ensure systems are in place for monitoring company performance against plans and budgets.
   - Ensure an effective system of control covering financial and non-financials.
   - Ensure operating objectives and standards of performance are owned and understood by management and employees.
   - Provide general oversight of all organisational activities; oversee management of the day-to-day operations of the organisation.
   - Ensure compliance with all applicable legislation and regulatory requirements and where appropriate best practice.
   - Ensure integrity, quality, accuracy and reliability of reports to the Board.
   - Ensure that operations are in line with policy prescripts and legislative requirements.

5. **Risk Management Strategies**
   - Ensure risks that the company is exposed to are identified.
   - Monitor implementation of risk management strategies.
   - Report on overall risk management of the organisation.

6. **Stakeholder Management**
   - Create networks and relationships for the raising of funds required to meet the implementation of the business plan.
   - Ensure management of stakeholders to support business strategy and initiatives.
   - Ensure transparency and open access to all clients in various communities.
   - Ensure satisfaction levels at community level are as determined by the Board and the political Office.

7. **People Management**
   - Ensure qualified and competent people are appointed to all vacant positions in the operations department.
   - KPA's team members are understood and achieved.
   - The values of JOSHCO are understood and lived.
   - Performance is constantly improved.
   - New industry trends are identified and understood and embraced.

- Ensure that Executives are accountable and that targets are set and achieved.
- Measure and appraise the performance of Executives.
- Inculcate a high-performance culture.

MINIMUM EDUCATIONAL QUALIFICATIONS

- Relevant NQF 8 qualifications in Built Environment, Business Administration or Compliance/ Development Finance/ Project Management/ Post Graduate Diploma in Housing Management/Property Management.
- A Master's Degree in Business Administration/Public Administration/Built Environment or in a relevant field will be an added advantage.
- Professional Membership will be an added advantage.
- A Certificate in MFMA or the ability to acquire it within the first 18 months of employment.

SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED

- Ten (10) years working experience, of which five (5) years should be at senior management level.
- Working/Demonstrable knowledge of the MFMA Treasury Regulations, SHRA, Integrated Development Plan (IDP), KING V and Companies Act.
- Knowledge of all relevant legislation, policies and procedures relating to local government, Human Settlements, affordable housing and social housing development
- Serving on Boards or experience at Board level will be an added advantage.
- Proven experience in Housing, Social Development or related fields.

OTHER COMPETENCIES:

- **GENERIC SKILLS:**
  Ability to Communicate across all sectors (Complex), Impeccable written Communication, Facilitation (Complex), Customer Service (Complex), Relationship Management (Complex), Teamwork (Complex).

- **MANAGEMENT AND LEADERSHIP SKILLS**:
  Financial, Accounting and Budgeting (Complex), Business Development (Complex), Organisational Management and Principles (Complex), Human Resource Management (Basic), Project Management (Basic), Planning and Organising (Complex), Problem Solving (Complex), Gather and analyse information (Complex), Performance Management (Basic), Networking (Basic), Coaching (Complex), Strategic Perspective (Complex), Commercial Awareness (Complex).

- **TECHNICAL KNOWLEDGE AND SKILLS ATTRIBUTES**
  Asset Management, Conducting Surveys, develop repayment policies and procedures, Lease Agreement management, Housing Sector Legislation, Housing Design and layout, Safety and Security Standards (Basic), Eviction Management, Maintenance Planning, Rent Price Setting, Town planning.

- **ATTRIBUTES**
  Emotional Intelligence, Goal oriented, Inspirational, Ethical, Persuasion, Assertiveness, Interpersonal Skills, Attention to detail, Adaptability and flexibility, Situational sensitivity, Innovation and entrepreneurship, Situational sensitivity**,** High Achiever through people.

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Application Procedure:

Please take note that only online applications will be considered. Please apply by using the following link below, by either copying the link onto browser or click on the link. Failure to apply using the correct link will result in any application not being considered.



https://share.hsforms.com/1hymNItkxRlWtZ9nDhx3uAQ469tl

JOSHCO is an equal opportunity and affirmative action employer, and all appointments will be made in accordance with the Company's Employment Equity Plan to promote its representivity (race, gender, and disability). Correspondence will only be limited to shortlisted candidates and applicants who have not been contacted within 6 weeks should consider their applications unsuccessful. JOSHCO reserves the right not to make an appointment.

The closing date for applications is 29 November 2026 at 16h00 no application received after the closing date will be considered.

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