CENTLEC (SOC) LTD.

Invites suitably qualified candidates to apply for the undermentioned vacancies.
CENTLEC (SOC) LTD is an Equal Opportunity and Affirmative Action Employer.

POST REF. 1. DIRECTORATE: OFFICE OF THE CEO
MANAGER: RISK MANAGEMENT - ONE (1) POST

(INTERNAL /EXTERNAL)

Qualifications:

Grade 12 and an NQF 7 qualification in Risk Management /Auditing / Accounting with specialisation in Audit and/or Risk Management. Post Graduate qualification in Risk Management or Auditing will be an added advantage.

Experience:

Minimum of five to seven (5-7) years' relevant experience in Enterprise Risk Management, with at least two (2) years at supervisory or management level.

Core description:

The successful candidate will report directly to the Chief Risk Officer and be responsible for the following functions:

• Manage the implementation of the approved Enterprise Risk Management (ERM) Framework, Policy, Strategy and annual risk management programme.
• Coordinate the execution of risk management activities across business units and ensure alignment with approved methodologies and organisational objectives.
• Facilitate enterprise-wide, strategic and operational risk assessments with relevant risk owners and management.
• Review and challenge risk assessments, risk ratings, control assessments and risk treatment plans submitted by business units.
• Monitor the organisation's overall risk profile and identify significant changes in risk exposure requiring management attention.
• Oversee the monitoring of Key Risk Indicators (KRIs), risk trends and emerging risks.
• Coordinate the implementation and monitoring of risk treatment plans and ensure that overdue or ineffective actions are appropriately escalated.
• Provide technical advice to management and risk owners on the identification, assessment, treatment and monitoring of risks.
• Coordinate risk management workshops, awareness initiatives and capacity-building activities.
• Identify opportunities to improve the maturity, effectiveness and integration of the organisation's risk management practices.

Contribute to Enhancing the Control Environment:

• Coordinate the identification and assessment of control weaknesses arising from risk assessments, monitoring activities and assurance findings.
• Review the adequacy of management's proposed actions to address significant control weaknesses.
• Monitor the implementation of actions aimed at strengthening the control environment and escalate material delays or unresolved weaknesses.
• Analyse recurring control deficiencies and risk trends to identify systemic control weaknesses requiring management intervention.
•Facilitate collaboration between risk owners and relevant assurance functions to promote an integrated approach to control improvement.
• Provide management with risk-based recommendations aimed at strengthening internal controls and reducing exposure to material risks.
• Monitor whether significant control weaknesses are appropriately reflected in the relevant risk registers and risk treatment plans.

Management of resources, budget, employee performance and development:

• Manage the effective utilisation of human, financial and other resources within the Risk Management function.
• Participate in the preparation and management of the Risk Management function's annual budget.
• Monitor expenditure against the approved budget and identify potential variances and resource requirements.
• Ensure that resources are allocated appropriately to support the delivery of the Risk Management programme.
• Manage and monitor the performance of employees within the Risk Management function in accordance with approved performance management processes.
• Conduct performance reviews and provide regular feedback to employees.
• Identify employee development and training needs and facilitate appropriate development interventions.Promote continuous professional development and technical.
• Competency within the Risk Management function.
• Provide coaching, guidance and support to employees to improve performance and capability.
• Ensure compliance with applicable human resource policies, procedures and delegated authorities.

Liaison and communication:

• Serve as a key point of contact between the Risk Management function and business units on ERM matters.
• Engage with management and risk owners to facilitate the effective implementation of risk management processes.
• Provide guidance to risk owners on risk assessment, risk treatment, risk monitoring and reporting requirements.
• Coordinate responses to risk-related information requests from Executive Management, governance structures and relevant stakeholders.
• Facilitate risk management meetings, workshops and consultations with relevant stakeholders.
• Communicate changes to risk management policies, methodologies, procedures and reporting requirements to relevant stakeholders.
• Establish and maintain effective relationships with internal assurance and governance functions to promote coordinated risk management.
• Escalate significant risk matters, unresolved issues and material delays to the appropriate level of management.

Assist in the compilation and submission of reports:

• Manage the consolidation and preparation of periodic enterprise risk management reports for Executive Management and relevant governance structures.
• Review risk information submitted by business units to ensure accuracy, completeness, consistency and compliance with approved reporting requirements.
• Analyse changes in risk exposure, risk trends, KRI performance, mitigation progress and control weaknesses for inclusion in management reports.
• Ensure that material risks, significant changes in risk exposure and overdue mitigation actions are appropriately highlighted and escalated.
• Review risk dashboards, risk profiles and supporting analysis before submission to relevant management and governance structures.
• Coordinate the timely submission of risk management reports in accordance with approved reporting requirements and reporting calendars.
• Provide commentary and analysis on the organisation's risk profile to support informed management decision-making.
• Maintain appropriate records and supporting evidence for information presented in risk management reports.

Salary Grade: 003 - R 919 932 – 1 011 156

POST REF. 4. DIRECTORATE: OFFICE OF THE CEO
ASSISTANT MANAGER: RESEARCH AND INNOVATION - ONE (1) POST

(INTERNAL /EXTERNAL)

Qualifications:

National Diploma/B Tech in Electrical Engineering / Data Analytics / Economics /Financial Management/ Technology Management, or a related discipline (NQF Level 7).Eligibility for Professional registration or active registration as a Professional Engineer/Technologist with ECSA is preferred.

Experience:

Minimum of three (3) to seven (7) years of progressive experience in research, innovation, techno-economic evaluation, or technology management within the energy in a Utility, or Corporate sector.Demonstrated experience in managing complex technical projects, data analysis initiatives, and cross-functional teams.

Core description:

The successful candidate will report directly to the Manager: Research and Innovation, and be responsible for the following functions:

Techno-Economic Modelling & Investment Oversight:

• Direct the development of comprehensive financial and engineering models to evaluate the lifecycle costs, return on investment (ROI), and capital expenditure requirements of emerging technologies (e.g., micro-grids, energy storage systems, and advanced metering infrastructure).
• Oversee rigorous cost-benefit analyses, sensitivity testing, and risk assessments for pilot projects and capital innovation proposals.

Data-Driven Customer & Operational Research:

• Spearhead quantitative and qualitative research studies examining customer energy consumption patterns, behavioral responses to tariff structures, and adoption metrics for digital platforms (such as mobile outage apps and prepayment upgrades).
• Leverage operational data, customer feedback loops, and meter management databases to extract actionable insights that drive demand-side management and improve service delivery.

Research & Strategic Foresight:

• Conduct horizon scanning on global and national energy trends, regulatory shifts (e.g., NERSA frameworks), renewable energy integration, and smart grid architectures.

Innovation & Design Thinking Integration:

• Translate strategic frameworks such as design thinking, systems thinking, and innovation diffusion models into practical, scalable utility projects and human-centric pilot programs.

Policy, Governance & Framework Development:

• Formulate, review, and implement corporate research and innovation policies, guidelines, and governance structures aligned with municipal mandates and regulatory requirements.

Stakeholder Collaboration & Strategic Partnerships:

• Forge strategic alliances with academic institutions, research councils (such as the CSIR), industry bodies, and funding agencies to drive collaborative R&D projects and secure alternative funding streams.

Project Leadership, Mentorship & Knowledge Management:

• Manage cross-functional innovation project teams, oversee pilot implementations, and establish a centralised repository for organisational learnings, technical reports, and innovation metrics.

Salary Grade: 005 - R 715 212 – 780 576

POST REF. 2. DIRECTORATE: OFFICE OF THE CEO
RISK MANAGEMENT SPECIALIST - ONE (1) POST

(INTERNAL /EXTERNAL)

Qualifications:

NQF 6 qualification recognised by SAQA in Auditing or NQF 7 qualification recognised by SAQA in Risk Management.

Experience:

Minimum of two (2) to five (5) years' relevant experience in Enterprise Risk Management.

Core description:

The successful candidate will report directly to the Manager: Risk Management and be responsible for the following functions:

Provide support for enterprise risk management:

• Support the implementation of the approved Enterprise Risk Management (ERM) Framework, Policy, Strategy and annual risk management programme.
• Conduct risk assessments within allocated business areas in accordance with the approved risk management methodology.
• Assist business units in identifying risks,
assessing inherent and residual risk exposures, and documenting existing controls and mitigation measures.
• Maintain and update assigned risk registers, including risk descriptions, causes, consequences, controls, risk ratings and treatment actions.
• Monitor risk treatment plans and obtain progress updates from responsible risk owners.
• Collect and analyse risk information and supporting evidence to facilitate informed risk monitoring and reporting.
• Monitor assigned Key Risk Indicators (KRIs) and other risk indicators and escalate material changes or emerging concerns to the relevant supervisor.
• Conduct research on emerging risks, industry developments and other factors that may affect the organisation's risk profile.
• Provide technical and administrative support during risk assessments, risk workshops and risk awareness activities.
• Maintain accurate and up-to-date risk management records and supporting documentation.

Contribute to Enhancing the Control Environment:

• Assist in identifying control gaps, weaknesses and areas of control improvement arising from risk assessments and monitoring activities.
• Assess whether identified controls are appropriately documented and aligned with the risks they are intended to mitigate.
• Monitor management actions aimed at addressing identified control weaknesses and report outstanding actions.
• Support the documentation and monitoring of control improvement initiatives.
• Assist in promoting awareness of effective internal controls and risk management practices across the organisation.
• Support the identification of opportunities to strengthen preventive and detective controls within assigned areas.
• Maintain evidence of control improvement activities for monitoring and reporting purposes.

Liaison and communication:

• Liaise with designated risk owners and business units to obtain risk information, progress updates and supporting documentation.
• Provide guidance to business units on the completion of risk management templates and submission requirements.
• Communicate risk management processes, procedures and reporting requirements to relevant stakeholders.
• Coordinate information requests between the Risk Management function and designated business units.
• Follow up with stakeholders on outstanding risk assessments, mitigation actions and reporting information.
• Participate in risk workshops, meetings and awareness sessions and provide technical support where required.
• Develop and maintain effective working relationships with internal stakeholders to facilitate the implementation of risk management activities.
• Escalate unresolved matters, significant risk issues and delays in required submissions to the appropriate level of authority.

Assist in the compilation and submission of reports :

• Collect and validate risk information from business units for inclusion in periodic risk management reports.
• Assist with the preparation of quarterly and other risk management reports in accordance with approved reporting requirements.
• Consolidate updates on risk treatment plans, KRIs, risk exposures and control improvement actions.
• Perform quality checks on risk information submitted by risk owners to ensure completeness, consistency and accuracy.
• Prepare supporting schedules, dashboards, statistics and analysis for risk management reporting.
• Assist in identifying significant changes in risk exposure, overdue mitigation actions and emerging risk trends for escalation.
• Maintain reporting records and supporting documentation to substantiate information included in risk reports.
• Submit completed reports and supporting information within prescribed timelines and to the required standards.

POST REF. 6. DIRECTORATE: OFFICE OF THE CEO
MEDIA LIAISON PRACTITIONER - ONE (1) POST

(INTERNAL /EXTERNAL)

Qualifications:

Grade 12 Certificate, N. Diploma in Communications Science / Journalism/Marketing Management/ Media Studies/ Public Relations/Public Management.

Experience:

: Minimum of three (3) to five (5) years' relevant experience in Communication or Media related environment.

Core description:

The successful candidate will report directly to the Manager: Communications and Marketing, and be responsible for the following functions:

• Assist in the development and implementation of media strategies to promote the organization's goals and objectives.
• Compiling media releases/statements on CENTLEC projects, programmes, events, functions, processes for distribution on external and internal media platforms.
• Identify media opportunities to enhance the organization's public image and visibility.
• Monitor media trends and advise on potential impacts to the organization.
• Collaborate with cross-functional teams to gather information and ensure accurate communication of projects and initiatives.
•Coordinating media alerts about unplanned service interruptions, including arranging media support in times of emergency/disasters.
• Monitor Media coverage and analyze the impact of media activities.
• Provide on-site support during media events to manage media interactions.
• Establish and maintain relationships with journalists, reporters, and other media professionals.
• Serve as the primary point of contact for media inquiries and coordinate responses.
• Ensure all media communications comply with legal, ethical, and organizational.

Salary Grade: 006 - R 586 920 – 693 396

POST REF. 3. DIRECTORATE: OFFICE OF THE CEO
MANAGER: RESEARCH AND INNOVATION - ONE (1) POST

(INTERNAL /EXTERNAL)

Qualifications:

BSc Degree/B Tech in Electrical Engineering/ or a related field (NQF Level 7) in Technology and Innovation Management. Postgraduate qualification (Master's or Doctorate) in Management of Technology, Innovation, or Electrical Engineering will be an added advantage. Eligibility for Professional registration or active registration as a Professional Engineer/Technologist with ECSA is preferred.

Experience:

Industry Experience: A minimum of five (5) to seven (7) years of professional experience in the energy, electricity utility, or technology management sector, with at least 3 years in a managerial or supervisory capacity.
Technical Expertise: Proven track record in managing research projects, pilot testing new technologies, or implementing smart grid/renewable energy solutions.
Innovation Frameworks: Demonstrated experience applying design thinking, systems engineering, or structured innovation methodologies.

Core description:

The successful candidate will report directly to the GM: Strategic Support and be responsible for the following functions:

Strategic Research & Technology Scouting

Emerging Trends:

• Monitor global and local technological, regulatory, and market trends in the energy sector (e.g., decentralised generation, wheeling frameworks, electricity trading reforms, and smart grids).

Feasibility Studies:

• Conduct comprehensive technical and economic feasibility studies for prospective innovations, ensuring alignment with CENTLEC's long-term corporate strategy.

Knowledge Management:

• Establish a centralised repository for research papers, industry benchmarks, and technological insights to guide executive decision-making.

nnovation Management & Pilot Projects

Proof of Concept (PoC):

• Design, execute, and manage pilot projects for cutting-edge solutions (such as microgrids, waste-to-energy initiatives, advanced data analytics, and digital customer interfaces).

Design Thinking:

• Apply human-centred design thinking and systems thinking frameworks to solve complex operational challenges and improve service delivery.

Project Scaling:

• Seamlessly transition successful pilot projects from the research phase into operational deployment across the Mangaung Metropolitan Municipality and surrounding service areas.

Stakeholder Collaboration & Partnerships

Academic & Industry Linkages:

• Forge strategic partnerships with academic institutions, research councils (e.g., CSIR, WRC), industry associations, and technology providers.

Funding & Grants:

• Identify and secure external funding, grants, and strategic partnerships to support research and innovation initiatives.

Internal Change Management:

• Collaborate cross-functionally with engineering, IT, finance, and customer service departments to foster an organisational culture open to innovation.

Policy, Regulatory Alignment & Circular Economy

Regulatory Compliance:

• Ensure all research and innovation initiatives comply with National Energy Regulator of South Africa (NERSA) guidelines, the Electricity Regulation Act, and municipal bylaws

Circular Business Models:

• Champion sustainability initiatives, focusing on resource efficiency, waste reduction, and circular economy practices within utility operations and supply chains
Policy Inputs:

• Contribute technical insights to the formulation of internal policies and national regulatory submissions regarding future energy markets

Salary Grade: 003 - R 919 932 – 1 011 156

MANGAUNG
AT THE HEART OF IT ALL

CENTLEC
Reg No. 2003/011612/30

Applications must be sent to the email address provided and reference must be made against a particular post, be accompanied by a Curriculum Vitae, Certified Copies of Qualifications, a Driver's License, (where applicable) and Identity Document. Certification must not be older than six months. An applicant MUST complete the prescribed CENTLEC (SOC) LTD Employment application form (Website / HR office), failure to adhere to the contents of this advert will lead to applications being disqualified. ALL COSTS ASSOCIATED WITH AN APPLICATION WILL BE BORNE BY THE APPLICANT.

CENTLEC (SOC) Ltd is an equal opportunity Employer, therefore will take into consideration the objectives of Sec, 195 (1) (i) of the Constitution of the Republic of South Africa, 1996 (Act 108/1996) and the Employment Equity Act, 1998 (Act 55/1998) in filling of these vacancies. The Entity is an equal opportunity affirmative action employer. All appointments will be made in line with CENTLEC (SOC) Ltd.'s Employment Equity plan. CENTLEC (SOC) Ltd support the recruitment and advancement of individuals with disabilities. For us to fulfil this purpose, candidates can disclose their disability information on a voluntarily basis. The Company will keep this information confidential unless we are required by law to disclose this information to other parties.

APPLICANTS MUST NOTE THAT FURTHER CHECKS WILL BE CONDUCTED ONCE THEY ARE RECOMMENDED AND THAT THEIR APPOINTMENT WILL BE SUBJECT TO POSITIVE OUTCOMES ON THESE CHECKS, WHICH INCLUDES SECURITY CLEARANCE, SECURITY VETTING, QUALIFICATION VERIFICATION AND CRIMINAL RECORDS VERIFICATION. APPLICANTS WILL BE REQUESTED TO GIVE THE ENTITY CONSENT TO VERIFY THEIR QUALIFICATIONS, FAILURE WHICH THEIR APPLICATION WILL BE DISQUALIFIED.

Please note that if you do not receive any correspondence from the Entity, regarding your application, within 30 days after the closing date of this advertisement, you should regard your application as unsuccessful. CENTLEC RESERVES THE RIGHT NOT TO FILL ANY OF THESE ADVERTISED POSTS. PLEASE NOTE THAT THE ENTITY WILL UNDER NO CIRCUMSTANCES REQUEST APPLICANTS TO PAY MONIES IN ORDER TO BE APPOINTED TO THE ADVERTISED POSITIONS. NO HAND DELIVERED APPLICATIONS WILL BE ACCEPTED.

The closing date in respect of these positions will be 10 September 2026 @ 16H00. PLEASE NOTE THAT APPLICATIONS RECEIVED AFTER THE CLOSING DATE WILL NOT BE CONSIDERED.

Email: Employ4@centlec.co.za
Telephonic Enquiries: 051 - 412 2629 / 2626/ 2630