

EMPLOYMENT OPPORTUNITY

Chief Executive Officer

Industrial Development Corporation (IDC) Limited was incorporated in January 2014 and is wholly owned by the Government through the Minister of Finance pursuant to the Minister of Finance (Incorporation) Act Cap 349 of the Laws of Zambia. IDC is the investment arm of Government of the Republic of Zambia's State-Owned Enterprises (SOEs).

IDC was established with a mandate to create and maximise long-term shareholder value as an active investor and shareholder of commercially oriented SOE's as well as play a catalytic role in driving the Government's industrialisation agenda for wealth and job creation through various investment interventions.

IDC has identified five priority areas for investment as having the greatest potential to create jobs, support value addition and enhance Zambia's economic base, which include: Agriculture, Manufacturing, Mining, Energy, Tourism and Transport & Logistics. IDC's investment is developmental in nature.

Reporting to the Board of Directors, Chief Executive Officer will be on a fixed three (3) year performance-based contract with an overarching responsibility of providing strategic direction and leadership to the IDC.

Roles and Responsibilities:

- Strategy formulation and implementation to ensure long term viability and sustainability;
- Identification of strategic partnerships/linkages on existing and new sustainable investment opportunities;
- Identification of developmental/social opportunities in the outlying areas of Zambia leading to sustenance and managing them to profitability;
- Undertaking core diagnostic of all investments in the IDC portfolio and formulating turnaround strategies;
- Driving growth in IDC through prudent investment practices and management;
- Ensure Governance structures within the subsidiaries are aligned to IDC's growth strategy;
- Enhancement of operational and human capital efficiency within IDC to support IDC's strategy;
- Management and engagement with key stakeholders such as the respective ministries, investors, funders and other partners;
- Adherence to and enhancement of the risk, compliance and governance framework;
- Dividend growth; and
- Repositioning of the IDC brand.

Essential/Desirable Qualification/Experience:

- A post graduate degree in Finance & Investments, Accounting, Economics or other relevant field;
- Membership of professional body or equivalent professional qualification such as ACCA, CIMA, CFA, CIB, or other;
- 15 years' post qualification work experience at senior management level in equivalent investment organisations or subsidiary set-ups;
- In-depth understanding of the socio/developmental strategies for SOE's in line with Government's development, empowerment and job creation policies;
- Demonstrable experience around change management, business transformation, business restructuring and organisational culture transformation;
- Experience in mobilising resources through strategic partnerships with Development Finance Institutions (DFIs), pension funds, equity houses and the private sector; and
- Excellent commercial and business acumen and sound understanding of the macro-economic environment.

Skill Specifications:

- Good and proven leadership skills;
- Relationship building and stakeholder management;
- Excellent communication skills; oral, written and presentational;
- Analytical and problem-solving skills with excellent financial analysis skills;
- Good interpersonal skills; and
- Proactive and ability to see the "bigger picture".

Personal Attributes:

- High standards of integrity and morality;
- High levels of interest and supportive of gender and equality; and
- Passionate about setting high standards of excellence.

Application Process

To apply for the above position, please send by email a detailed curriculum vitae, copies of academic and professional certificates, and NRC to careers@idc.co.zm, clearly marked 'IDC CHIEF EXECUTIVE OFFICER' in the subject, no later than by close of business, **Tuesday 13 September 2022**.

Visit the IDC Careers page for this job advertisement and full job description at www.idc.co.zm

Only shortlisted candidates will be contacted.

IDC is an Equal Employment Opportunity Employer of Choice.

DATE FIRST ISSUED
29TH AUGUST 2022