



# CHIEF EXECUTIVE OFFICER

Can you put Botswana on the digital and innovation map?  
This is your opportunity to lead and accelerate investment  
and entrepreneurship in innovation and digitisation.  
**Where else would you want to be in 2022?**



## About the Company

The Botswana Innovation Hub (BIH), recently repositioned as the Botswana Digital and Innovation Hub (BDIH), has been established to promote Botswana as an attractive location for technology-driven and knowledge intensive businesses to develop and to compete in the global market. The focal point of the Hub will be to provide state-of-the art facilities to attract domestic, regional and global companies to locate Research and Development activities within the Hub and promote digital, technology-based innovation and entrepreneurship. It is anticipated that such development and innovation will lead to down-stream job creation in manufacturing and industrial enterprises, and revenue streams, which emerge through digital, technological innovation and entrepreneurship.

A 57- hectare site is being developed together with a range of financial incentives to attract domestic, regional and international companies and organisations engaged in digital, science and technology-based innovations, and technology-based entrepreneurship.

The companies, BDIH and its subsidiary, BIH Properties (BIHP), were duly incorporated in 2010 and constitutions for both companies were finalised in the same year. BIHP is an ordinary company which provides and owns the real estate of the BDIH as a Special Purpose Vehicle (SPV) enabling a commercial orientation and private sector participation in the further development of real estate and integrated business support services that contribute to the overall BDIH mandate.

BDIH seeks dynamic results driven professionals capable of aggressively transforming the organisation to ensure it achieves its mandate.

### About the Opportunity

The main purpose of the Chief Executive Officer's job is to lead and direct the Botswana Digital and Innovation Hub's (BDIH) vision, mission, strategy and operations to achieve the transformational strategic objectives as mandated by the Board.

### Key Tasks and Responsibilities

#### 1. Strategy

- Lead the BDIH vision, mission, and transformational strategy formulation, with a digitisation emphasis, short, medium and long-term business plans and the implementation thereof to achieve the BDIH strategic objectives.

#### 2. Financial & Economic Strategy

- Guide the financial and economic strategy and the annual management of finances and resource allocation, including the property and buildings in the BDIH portfolio, revenue generation, and attracting investment into the Science and Technology Park, so that BDIH remains financially & economically sustainable to achieve the strategic objectives.

#### 3. BDIH Brand Strategy

- Lead and guide BDIH marketing-brand, reputation and communication strategy within the context of Botswana, the Region and Internationally to support the achievement of the strategic objectives.

#### 4. Strategic Relationship Management

- Lead the development and management of cooperative relationships with all stakeholders (government, partners, entrepreneurs, etc.), including both local and international partners to facilitate the achievement of BDIH mandate and strategic objectives.

#### 5. BIH Property and Facilities Management Strategy and Operations

- Lead the optimisation of the BIH properties assets management (science & technology park) including the generation of a sustained revenue stream (BIHP Pty Ltd).

#### 6. Lead the Digital, Information, Communication & Technology Strategy (ICT)

- Ensure the BDIH is equipped with the leading-edge ICT to support the digitisation objectives, effective and efficient operations for partners utilising the science & technology park.

#### 7. Corporate Governance and Risk Management

- Lead a BDIH culture of corporate governance and risk management to ensure quality BDIH board reporting, sound internal operational processes and procedures, good governance and compliance with local and international legislation for the management of innovation hubs.

#### 8. Strategic People Leadership

- Lead the management of all the strategic human capital aspects to optimise the BDIH talent and performance of employees to ensure that BDIH achieves the strategic objectives.

#### 9. BDIH Culture

- Lead the establishment and sustained high performance, learning and agile culture to support the achievement of the BDIH's strategic objectives.

#### 10. Executive Team Leadership

- Lead the senior management team ensuring a high performance and agile executive team culture to positively impact the BDIH and the achievement of strategic objectives.

### Eligibility Requirements

- Degree in one of the focal areas of the Hub i.e., Digital, Information and Communications Technologies, Energy and Environment, Mining or Biotechnology or Business related.
- Post graduate qualification in business management.
- At least 10 years' experience in senior management position, 5 years at an executive level and experience in Business Development, Research and Development, Digitization and General Management.

### Key Competency Requirements

For this role the following key competencies have been identified as critical for success:

- Strategic thinking
- Analytic and Innovative thinking
- Business acumen
- Interpersonal Effectiveness
- Team leadership
- Relationship management
- Customer focused orientation
- Business partnerships
- Results focused

### ENQUIRIES AND DETAILS ON HOW TO APPLY

To apply for the position, please visit [www.hrmc.co.bw](http://www.hrmc.co.bw) and upload your CV and covering letter. This should be done as a single file (one document).

Confidential enquiries on this position maybe directed to the Managing Consultant Sesaleteng Seabe at [seabe@hrmc.co.bw](mailto:seabe@hrmc.co.bw)

**The closing date for applications is 18 January 2022**