

Tel: +27 (0)11 466 8576
Fax: +27 (0) 11 466 8813
Email: info@zimile.co.za
Web: www.zimile.co.za

Postnet Suite 252
P/Bag X 11
Halfway House
Kyalami
1682

BUSINESS UNIT HEAD: INNOVATION AND NEW TECHNOLOGIES

The Business Unit Head: Innovation and New Technologies will be responsible for overseeing high-profile innovation engineering initiatives, which have the potential to evolve into independent Business Units or standalone businesses as they mature. This senior leadership role requires expertise in strategic direction, project management, business development, client relationship management, technical proficiency, and driving innovation. The ideal candidate will be a dynamic leader who excels in innovation, fostering collaboration, managing cross-functional teams, and delivering impactful, high-quality outcomes.

The Business Unit Head is a key figure in driving business growth, overseeing the innovation strategy, and ensuring the successful delivery of these complex projects. Your leadership will ensure a balance between technical excellence, business outcomes, commercialization of strategic projects and client satisfaction while focusing on expanding services and capabilities.

KEY RESPONSIBILITIES:

Strategic Planning and Execution:

- Defining innovation strategy: this includes identifying opportunities, developing innovation roadmaps, and setting measurable goals.
- Resource allocation: ensuring the right resources (budget, personnel, tools) are available to support innovation and strategic projects.
- Monitoring progress and value realization: tracking key performance indicators (KPIs), identifying potential roadblocks, and adjusting plans as needed.
- Capable of capturing and interpreting market and competition insights, trends, and predictions; clearly articulate and communicate the vision of the company and the plan that will transform the company into an innovation-driven organization.

Department Leadership & Team Management:



- Leadership and Oversight: Lead and guide teams across new Engineering Innovation Projects, aligning activities with the broader business strategy. Motivate the team to perform at their highest potential while ensuring collaboration and cross-functional synergy.
- Stakeholder Leadership: Provide leadership across internal teams, clients, contractors, and other stakeholders to proactively manage business development and ensure client satisfaction.
- Fostering a Culture of Innovation where staff are encouraged to experiment and take calculated risks under your guidance and leadership.
- Creating an environment where team members feel comfortable exploring new ideas and taking calculated risks.
- Promoting cross-functional collaboration by fostering communication and collaboration between different departments and teams.
- Identify and leverage emerging technologies.
- Staying up-to-date with industry trends and exploring new technologies that can be applied to innovation and strategic projects.

Leading Strategic Projects and Deliverables:

- Project Feasibility and Development: Conduct thorough feasibility studies for new projects, and, regulatory requirements, and client needs.
- Strategic Planning and Execution: Lead project development and delivery in alignment with business goals, ensuring client expectations are met and high technical standards are maintained.
- Successful Delivery of Projects: Guarantee that all projects are delivered on time, within scope, and within budget, maintaining the highest quality and safety standards.
- Contract Management: Administer contracts under various frameworks, ensuring compliance with all contractual obligations and managing risks or changes that arise.
- Project Closeout: Lead the project closeout process, ensuring that all deliverables are met and clients are satisfied, while capturing key learnings for future projects.

Business Development and Innovation:

- Identify and Develop New Business Opportunities: Recognise and capitalise on new business opportunities, driving growth through emerging technologies and innovative solutions.
- Revenue Growth and Profitability: Secure new projects and clients, ensuring that business development efforts drive profitability and growth for the business unit.
- Market Research and Client Engagement: Stay informed of industry developments, emerging trends, and new technologies. Represent the company at key industry events and client meetings to showcase expertise and secure new business.
- Service Expansion: Lead efforts to expand the service offering in alignment with market demands, integrating innovative approaches and technologies into project delivery.



Client Relationship Management:

- Client Liaison: Build and maintain strong relationships with clients, ensuring the delivery of exceptional service and high levels of client satisfaction.

Innovation and Technology:

- Technical Expertise: Leverage deep technical knowledge and expertise to guide successful project execution, ensuring the integration of cutting-edge solutions and innovations.
- Collaborative Innovation: Work closely with other departments and technical teams to ensure seamless project execution, while encouraging the adoption of innovative methodologies.

Quality Assurance and Compliance:

- Quality Standards: Ensure all projects meet the highest quality standards and comply with both internal and external quality management systems.
- Contract Compliance: Ensure that all contractual and regulatory requirements are met throughout the lifecycle of the projects.
- Safety and Sustainability: Guarantee that projects are designed and executed with safety, sustainability, and regulatory compliance at the forefront.

LEADERSHIP SKILLS & CAPABILITIES COMPETENCIES:

- Strategic Thinking: Ability to analyse complex business situations, anticipate trends, and set long-term strategic goals aligned with the organisation's vision.
- Business Acumen: A strong understanding of the business environment, industry, and financial performance, allowing for informed decision-making and prioritisation of business objectives.
- Decision-Making: Ability to make sound, timely decisions under uncertainty, ensuring projects stay on track and deliver high-value results.
- Employee Motivation: Inspires and motivates employees to perform at their best, encouraging a high level of engagement and commitment within the team.
- Communication Skills: Proficiency in conveying information clearly and persuasively, both internally with teams and externally with clients and stakeholders.
- Market Expansion: Demonstrates the ability to develop strategies to expand into new markets and geographic regions, ensuring growth and diversification.
- People Management: Highly skilled in managing and developing diverse teams, fostering an environment of mutual respect, collaboration, and continuous improvement.
- Financial Management: Strong grasp of budgeting, cost management, financial forecasting, and ensuring the financial success of the business unit.
- Client Focus: Prioritises client needs, building and nurturing long-lasting relationships with clients and stakeholders, ensuring consistent satisfaction and business retention.



- Innovation & Technology: Embraces and encourages the adoption of new innovations and technology to enhance business capabilities and project delivery.
- Business Development: Focuses on expanding the business, securing new clients and partnerships, and continuously identifying opportunities for growth.
- Integrity & Ethics (Accountability & Responsibility): Demonstrates unwavering integrity, accountability, and responsibility in all business dealings and leadership actions.
- Results Orientation: Focuses on achieving business outcomes, driving productivity, and ensuring the efficiency of all operational and project processes.
- Resilience: Maintains focus and composure during challenges, setbacks, and ambiguity, leading the team through uncertainty with confidence.
- Cross-Functional Collaboration: Works effectively with different departments and business units to achieve shared goals, fostering cross-functional alignment.
- Drive & Energy: Demonstrates sustained motivation, commitment, and energy to achieve goals, overcome challenges, and inspire others.
- Flexibility & Adaptability: Adapts to changing circumstances and demonstrates a flexible approach in managing project and business requirements.

Leadership Interpersonal Attributes:

- Innovation: live, eat and breathe innovation and new technologies.
- Collaboration: Actively fosters a collaborative environment, bringing together diverse perspectives to drive better decision-making and innovation.
- Approachability: Maintains an approachable demeanour, ensuring team members feel comfortable seeking guidance and feedback.
- Conflict Resolution: Handles conflicts with diplomacy and tact, finding mutually beneficial solutions that strengthen relationships and project outcomes.
- Cultural Awareness: Demonstrates sensitivity and respect for different cultures and backgrounds, fostering an inclusive work environment.
- Integrity & Ethical Behaviours: Upholds high standards of honesty, transparency, and accountability in all leadership actions.

QUALIFICATIONS AND EXPERIENCE:

- A degree in Engineering, Business, or a related field. A Master's degree or MBA is an advantage.
- Professional status in an appropriate field (e.g., engineering, business management).
- A minimum of 8 years' experience in a senior leadership role, overseeing complex projects with a strong background in strategic leadership, business development, and technical expertise.



- Proven track record in managing large-scale, innovative projects with a focus on business growth and client relationships.

BUSINESS UNIT HEAD KPI's:

1. Project Delivery

- Goal: Ensure 90% of projects within the unit is delivered on time, within scope, and within budget.
- KPI: Measure the percentage of projects delivered on time and on budget.
- Timeframe: Achieve this target within the next 12 months, with quarterly progress reviews.

2. Revenue Growth

- Goal: Achieve a 15% year-on-year increase in revenue from the business units.
- KPI: Compare revenue figures against previous year's performance.
- Timeframe: Achieve this target by the end of the fiscal year.

3. Client Satisfaction

- Goal: Maintain a client satisfaction score of at least 85%.
- KPI: Measure client satisfaction using surveys and feedback.
- Timeframe: Achieve and maintain this score throughout the year with quarterly reviews.

4. Business Development

- Goal: Secure 5 new business opportunities within the next year.
- KPI: Track the number of new proposals and contracts secured.
- Timeframe: Secure 5 new opportunities by the end of the year.

5. Profitability

- Goal: Achieve a minimum profit margin of 18% on all projects.
- KPI: Track profit margins for each project.
- Timeframe: Maintain this margin across all projects within the next 12 months.

