

## VACANCY

Position	:	Chief Executive
Business unit	:	Hensoldt Optronics
Location	:	Irene, Centurion

Are you ready to lead a dynamic team at the forefront of defence and security electronics? HENSOLDT, a global high-tech pioneer in technology and innovation, is seeking a visionary Business Unit Chief Executive for our South African division. As the Chief Executive, you will be the driving force behind our strategy, business development, and operational excellence for the Optronics and Airborne Solutions Business Unit. This role is integral to HENSOLDT South Africa (Pty) Ltd, encompassing Sales, Programs, Engineering, Production, Procurement, and Aftersales, with a team of over 450 dedicated professionals..

Based in Pretoria, the Optronics and Airborne Solutions Business Unit specializes in the supply of:

- Airborne Electro-Optical Sensors and Systems
- Maritime Periscopes, Lasers, and Optronic Mast Systems
- Vehicle, Border, and Handheld Optronics
- Customer Support Services

### Qualifications and ideal experience required:

- Extensive experience in delivering business performance as a leader of a Profit Centre, Business Unit, or Division in the technology sector, both in South Africa and internationally. (Experience in the defense industry is a plus)
- Proven experience within the engineering technology development domain.
- Demonstrated ability to lead an organization of over 450 employees, from strategic planning to operational implementation and delivery.
- Courage and determination to drive decided activities forward.
- Confidence and assertiveness to implement decisions as the Business Unit Head.
- Proactive leadership to guide the team towards success.
- High level of cooperation, communication, and teamwork skills.
- With employees and management of the Business Unit
- Within HENSOLDT South Africa's organization
- Across our Division and the entire HENSOLDT group
- With partners, customers, suppliers, etc.
- Degree in engineering, commerce, or equivalent, with further training and work experience (ideally more than 10 years).
- In-depth knowledge of technology development, strategy, finance, and business, up to the level of an MBA.
- Excellent English language skills (reading, writing, speaking).
- Exceptional communication skills.

### Key responsibility areas:

- Strategic Development: Formulate the Business Unit's strategy as an integral part of the HENSOLDT Group's Optronics Division strategy, aligning closely with HENSOLDT South Africa's overall country strategy to ensure success in a highly competitive environment. This includes:
  - Internationalization and market strategies
  - Portfolio strategy
  - Strategic development of company functions (e.g., production, engineering, etc.)

- Operational Management: Take full responsibility for and manage the operational business of the Business Unit to ensure the achievement of financial targets, including Order Intake (>€70m per year), Revenues (>€70m per year), Profitability, and Cash.
- Business Development: Ensure all necessary developments of the Business Unit to reach strategic and operational objectives, including portfolio developments and international setup development.
- Support to Managing Director: Assist the Managing Director of South Africa with responsibilities such as company liquidity, compliance, health, and safety.
- Executive Leadership: Lead a team of executives in making major decisions for the Business Unit, including sales, project execution, engineering, production, procurement, aftersales, M&A, joint ventures, and international expansion.
- Employment Oversight: Oversee employment decisions at the management level of the Business Unit.
- Coordination and Alignment: Coordinate and align all strategic and operational decisions with other Business Units within HENSOLDT South Africa and the HENSOLDT Group.
- Ideal Behavioural Competencies:
  - Strategic Thinking: Ability to think strategically and develop long-term plans.
  - Team Leadership: Ability to create, develop, and lead a team effectively.
  - Resource Coordination: Ability to coordinate resources across divisions, legal entities, and countries.
  - Adaptability: Ability to thrive in the ambiguity associated with a matrix organization.
  - Change Leadership: Ability to lead and drive change continuously.
  - Collaborative Mindset: Strong inclination towards collaboration.
  - Personal Development: Commitment to ongoing personal development.
  - Accountability: Ownership and accountability for delivering KPIs.
  - Influence and Trust: Ability to influence and earn the trust of reports and peers.

Interested candidates may apply by submitting their resumes via e-mail, with reference to the position in the subject line.

**Applications can be sent to Cymondi Stassen at [recruitment@hensoldt.net](mailto:recruitment@hensoldt.net)**

Should you not be contacted within 14 days after the closing date, please regard your application as unsuccessful.

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## About HENSOLDT South Africa

HENSOLDT South Africa is a pioneer of technology and innovation in defence and security electronics. The company offers a comprehensive range of products, systems and services across defence and civil markets, from spectrum dominance, optronics and radar, to IFF, datalinks and integrated security solutions. With more than 800 South African employees across three sites in South Africa, it is the HENSOLDT Group's largest industrial base outside of Europe and one of the largest defence and security electronics companies in South Africa.

HENSOLDT South Africa focuses on diversity, equity and inclusion in our organisational strategy. We are committed to building a diverse and inclusive corporate culture to the benefit of our employees and to deliver better outcomes for our clients. In line with our commitment to employment equity and our focus on diversity in the operational environment, we welcome applications from all ethnic groups. In line with HENSOLDT's commitment to employment equity and our focus on diversity in the operational environment, preference will be given to suitable candidates from designated groups.