

JOB VACANCIES

- JOB TITLE:**
- 1. Regional Group Head of Business – East & West Region:** Acts as span breaker and “deputy CEO” for the Group CEO, ensuring the full delivery of the Group’s Strategic Plan targets. Provides oversight to subsidiaries within the region. Ensures full execution of Strategic Plans at the country level. Manages regional P&L and performance reporting at regional level. Responsible for client development across geographies within their regions.
 - 2. Head of Group Talent Sourcing & International Mobility:** To provide strategic direction by developing and implementing talent sourcing strategies across the business, executing creative sourcing strategies and candidate assessments that will enable Letshego to attract talent fit for the organization. Develop and implement a robust sourcing strategy to ensure we are identifying and attract diverse talent for current and future roles. Develop and implement on-boarding programme aligned to Letshego’s way of working and engagement strategy, in order to assimilate new hires to the organization
 - 3. Head of People Transformation:** To provide strategic direction in planning, operational excellence, project management and monitoring of key people transformation initiatives across the Group with a focus on transforming Letshego’s People function of service delivery to a driver of strategic talent, business outcomes and overall employee experience. Design and facilitate organizational culture and engagement initiatives that support Letshego’s mission, values and business strategy, in partnership with business leaders and Human Capital teams. Partner with in-country Human Capital teams to ensure Letshego’s culture is ingrained in all employee systems such as talent sourcing, performance management, rewards and recognition, learning and development, and talent management.
 - 4. Head of Group Consumer Finance:** To drive the diversification and growth of the non-government and replication of the best practices of the Deduction-at-Source model across all subsidiaries, ensuring changing customer, business needs and requirements are recognised and adapted on a timely basis across subsidiaries. Develop, review, and drive growth of the non-government diversification strategy across all deduction at source subsidiaries, ensuring the strategic objectives are well understood and executed by all subsidiaries to deliver the desired results and reduce concentration risk of the government book.
 - 5. Head of Group Business Transformation:** To set the direction for transformation, development and execution of the Group’s business improvement to drive operational change, process improvement and optimization across the group, support the strategy to create a customer centric organization, embed Agile and Lean principles within the organization. Articulate business requirements and priorities for transformation, assessing business readiness and provide specialist change management and delivery support. Manage all physical and IT infrastructure transformation. Lead continuous improvement efforts for the Group to improve compliance, customer experience, quality and efficiency across the Group operations.
 - 6. Group Payroll Manager:** To coordinate, direct and control payroll preparation, processing, reporting and ensure compliance to statutory deductions and administration of employee benefits and delivering an accurate payroll to employees across the Group. Responsible and accountable for processing multiple payrolls accurately and on time. Supervise the Payroll Team to ensure that payments are paid accurately and on time, ensuring timely outcomes to queries. Administer benefit plans for the Group. Ensure that third party payments are handled effectively and efficiently. Manage third party system provider to ensure the payroll system is updated and operating as expected.
 - 7. Head of Group M&A:** Drive M&A and divestment strategy by sourcing, evaluating and executing M&A transactions (including JV opportunities), entry into new asset classes via acquisitions and divestments of existing assets. Responsible for M&A and divestment activities by sourcing, evaluating and executing M&A transactions. Lead transactions in new areas of growth and support/act as M&A service provider to the SBUs in areas of current presence or in divestment transactions. Organize and lead internal deal teams consisting of M&A associates and analysts, SBU specialist and Corporate Core function representatives to effectively execute M&A transactions and ensure smooth integration into existing operations. Devise deal rationale and value creation levers, target description, screening and long-list of potential opportunities; conduct financial analysis and valuation; prepare risk register and project roadmap; select and appoint external advisors
 - 8. Head of Group Partnerships:** Define and drive all types of partnerships (e.g. fintech, telco, etc) to scale distribution and reach at the Group and geography level Define set of strategic principles to guide all partnerships (e.g. partner covers non-existing internal capabilities, introduces technical needs, leverages scale of the Group). Define critical partnerships for Letshego to execute. Devise deal rationale and partnership creation levers, target description, screening and long-list of potential opportunities; conduct financial assessment. Prepare negotiations with potential partners.

Company LETSHEGO HOLDINGS LIMITED

Tenable at: HEAD OFFICE, GABORONE, BOTSWANA

To apply and find out more about these vacancies, please visit Letshego job portal and complete an online application: <https://letshego.job.skillsmapafrica.com/>

For more information about Letshego visit: www.letshego.com

Closing date for Applications	05 September 2020
Standard disclaimer	Only shortlisted candidates will be contacted