

**UNIVERSITY OF SOUTH AFRICA**

**PORTFOLIO: INFORMATION & COMMUNICATION TECHNOLOGY**

**DEPARTMENT: PROGRAMME AND PROJECT MANAGEMENT**

**POSITION: ICT BUSINESS ANALYSIS (P4)  
(5-YEAR FIXED-TERM CONTRACT)**

**(REF: DIR/BA/PPM/GRM/2019)**

Unisa is the only publicly funded Higher Education Institution in South Africa dedicated to distance education. In keeping with its mandate as a comprehensive, Open Distance e-Learning (ODeL) Institution offering a variety of academic and career-focused programmes, Unisa is inviting applications for the position of **Director: ICT Business Analysis P4**

The purpose of a **Director: ICT Business Analysis P4** is to formulate and execute the plans of the Directorate ICT Business Analysis in line with the Unisa 2016-2030 Strategy and ODeL Business Model.

**KEY DUTIES/RESPONSIBILITIES**

**Strategic Direction and Alignment**

- Developing operational plan and KPI's in support of the portfolio strategy in support of the institution's overall vision and strategy
- Executing the directorate's operational plan and procedures to support the ODeL 2016-2030 Strategy
- Interpreting policies to lower levels and ensuring alignment with Directorate's operational plan

**Operational Leadership and Execution**

- Providing tactical and operational leadership regarding all operations of the directorate from an overall perspective, which include:
  - Capturing of business requirements adequately to enhance the acquisition of the correct ICT solutions
  - Alignment of business requirements to the University's strategy
  - Ensuring business process optimisation to achieve efficiencies
  - Quality of business cases that enhances project prioritisation and classification
  - Ensuring the effective involvement of business stakeholders in the ICT solutions acquisition
- Coordinating the activities within the Directorate
- Promoting intergroup collaboration
- Ensuring that Business Analysis practice is developed and business analysis processes are implemented across the Institution
- Assisting line managers in understanding their business requirements and processes and identifying cost-effective solutions
- Developing corporate standards and procedures in Business Analysis Management and oversee roll-out of these throughout the Institution
- Overseeing the development of quality business requirements documentation for identified ICT projects
- Direct and ensure the development of quality business cases for new ICT initiatives
- Ensuring that defined and/or re-engineered business processes are efficient and geared towards the achievement of the university's goals
- Managing and monitoring all projects ran by the directorate
- Providing guidance, expertise and advice to the Management on trends, best practice and applicable policies and legislation
- Fostering the relationships and networks with internal and external stakeholders

## **Forecasting, Budgeting and Financial Management**

- Managing the directorate's resources efficiently, effectively, economically and in accordance with the relevant principles and policies of Unisa
- Compiling and managing the directorate's budget in line with the departmental budget
- Directing and monitoring the directorate's expenditure within budgeted parameters and reporting on variances periodically
- Managing the process of allocation of financial resources within the Directorate
- Managing the function's resources sustainably in accordance with financial principles
- Authorising the procurement of relevant services, equipment and materials
- Safeguarding the assets allocated to the Directorate

## **People Management**

- Ensuring and monitoring that all staff in the directorate are orientated to the organisation, trained, skilled, retained and that their expertise is optimally applied.
- Ensuring a high performance culture in the directorate through taking accountability for an effective and well-articulated performance management process
- Ensuring the implementation of training and development programmes for staff, including personal development plans (PDPs)
- Establishing a positive, healthy and safe work environment and culture in accordance with the Transformation Charter
- Directing implementation of the human resources policies, procedures and practices
- Building a robust, effective talent and leadership pipeline, succession and HR capacity

## **Governance and Reporting**

- Monitoring and reporting on progress against operational initiatives
- Monitoring and reporting on legislative and statutory compliance
- Manage reporting in line with the institutional calendar
- Reporting to HEMIS and other statutory requirements to the DHET and other relevant stakeholders
- Promoting sound institutional governance and participating in Institutional governance structures (Professional Citizenship)
- Ensuring the development and implementation of policies and procedures
- Compiling regular reports to Council, its committees and other relevant structures
- Participating in the annual performance review
- Identifying risks relating to the field of responsibility, develop and implement mitigating strategies
- Documenting and reporting on directorate specific matters
- Ensuring proper record keeping of all aspects within field of responsibility

## **Qualifications**

- **Minimum Honours Degree/Postgraduate Diploma/ Professional Bachelor's Degree (NQF8) in ICT**
- **Business Analyst Certification namely CBAP or similar.**
- **AGILE, COBIT, TOGAF, PRINCE II and ITIL will be an added advantage**

## **Experience**

Minimum 10 years of ICT experience which includes business analysis with at least 5 years in a management role.

**Assumption of duty: As soon as possible**

**Salary: Remuneration is commensurate with the seniority of the of the position**

**Closing Date: 31 January 2020**

**Enquiries: Ms P Bana - 012 429 3572 or Ms Al Mavhungu – 012 429 3048, application can be forwarded by email to: [banapp@unisa.ac.za](mailto:banapp@unisa.ac.za)**

Interested candidates should send a detailed cover letter indicating their suitability for the position, a detailed comprehensive Curriculum Vitae, and copies of the following documents:

- All educational qualifications;
- Identity document; and
- Proof of SAQA verification of foreign qualifications, where relevant.

The contact details of three contactable references must be provided, one which must be from your present employer. Should you not be currently employed a contactable reference from your previous employer must be provided. Short-listed candidates will be required to prepare a presentation on the interview date.

The detailed advertisement together with the prescribed application form can be found on the Unisa website (<https://www.unisa.ac.za/vacancies>)  
Unisa is not obliged to fill an advertised position.

Late, incomplete and incorrect applications will not be considered.

Recommended candidates might be subjected to competency assessment

*We welcome applications from persons with disabilities.*

***Appointments will be made in accordance with Unisa's Employment Equity Plan and other applicable legislation.***