

Exciting Career Opportunities in the Tourism Industry in SADC

RETOSA – the organisation

The Regional Tourism Organisation of Southern Africa (RETOSA) is a concept that brings together the 14 fascinating countries of the Southern part of Africa – Angola, Botswana, DR Congo, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe to offer a unique opportunity to discover the natural wonders and splendours of the region – the infinite contrasts of scenery, climate, colour, traditions and culture, the spirit of Africa.

The Regional Tourism Organisation of Southern Africa (RETOSA) is a Southern African Development Community (SADC) body responsible for development of tourism and regional destination marketing and promotion of tourism in the region. The organisation is managed by a Board drawn from National Tourism Authorities/Boards and National Tourism private sector umbrella bodies in the SADC countries.

RETOSA aims to increase tourism to the region through sustainable development and initiatives, effective destination marketing, and improved regional competitiveness.

To achieve this, RETOSA works in close cooperation with the member states' ministries of tourism, national tourism organisations, the private sector, media partners and international cooperating partners.

The primary objective of RETOSA is to facilitate and promote the development of equitable and ethical tourism throughout the Southern African region, taking due consideration of the overall development of the people, vis-à-vis the region's natural and cultural resources. RETOSA shall lobby for the removal of barriers to free trade in tourism services development and growth.

Chief Executive Officer (Ref. 1)

Purpose: • To lead the development of RETOSA strategies and provide leadership in the implementation of the strategies • To advise the Board of Directors on any industry developments for appropriate resourcing, and product development initiatives • To provide strategic support to the Board to ensure that strategic partnerships/relationships are formed and maintained.

Qualification requirements: Master's degree obtained from a recognised University with traceable credentials in Marketing, Tourism, Economics or Business Administration.

Experience requirements: • Minimum of 8 years' experience in a senior tourism-related management position in the private or public sector • Experience in management of professional staff • Experience in overall management of an institution • Experience in development of strategy, policy, business plans and programme formulation and implementation • Experience in stakeholder relations management at regional and senior intergovernmental level.

Head: Marketing and Communications (Ref. 2)

Purpose: To ensure effective Marketing and Communications Strategy Management for RETOSA.

Qualification requirements: Degree obtained from a recognised University with traceable credentials in Marketing, Tourism, Economics or Business Administration.

Experience requirements: • Minimum of 5 years' experience in a tourism-related management position in the private or public sector • Knowledge of development of strategy, policy, business plans and programme formulation and implementation.

Head: Corporate Services (Ref. 3)

Purpose: • To lead and provide strategic human resources and facilities management for RETOSA • To design human resource strategies and implement the strategies to achieve organisational mandate • To oversee finance and internal audit functions to ensure compliance with appropriate Accounting and Audit standards.

Qualification requirements: 3-year degree in Economics, Development Studies, Political Science and Management obtained from a recognised University with traceable credentials in Marketing, Tourism, Economics or Business.

Experience requirements: • 5 years' experience in a variety of relevant management positions, eg Corporate Support, Human Resources, Administration and similar environment • Experience in management of specialist staff.

Head:

Research and Information Management (Ref. 4)

Purpose: • To define appropriate research methods for implementing RETOSA's product development strategies • To define appropriate information management systems and policy for RETOSA • To conduct business intelligence, economic research and analyse information to produce credible business intelligence on global economic development including trade and investment and to use the findings to add value to current RETOSA's product offering, processes and approaches to tourism, investment and project prioritisation.

Qualification requirements: 3-year degree in Economics, Development Studies, Political Science and Management obtained from a recognised University with traceable credentials in Marketing, Tourism, Economics or Business Administration.

Experience requirements: • 3 years' experience in a Government or related environment, focused on a relevant field including research • Experience in management of specialist staff.

Competency requirements for the above 4 roles: • In-depth knowledge of tourism in the SADC region and SADC's developmental agenda • Knowledge of the nature and characteristics of the tourism industry in general and the SADC region in particular • High level of multi-faceted business and strategic management skills • Superior negotiation skills gained at high management levels in the public or private sector • Strong motivational skills within challenging political and business environments • Ability to cultivate a public profile as the leading protagonist of tourism development in the SADC region • Proficiency (spoken and written) in any of the SADC official languages.

Head:

Resource Mobilisation and Development (Ref. 5)

Purpose: • To facilitate the attraction and recruitment of investments within the region and in targeted tourism growth industries/sectors • To implement monitoring and evaluation tools • To focus on the strategic plan, business plans, and annual performance plans by developing systems and processes.

Qualification requirements: Bachelor's degree in Economics, Commerce, Social Sciences, Public Administration or another relevant discipline obtained from a recognised University (with traceable credentials).

Experience requirements: • 5 years' experience within an investment facilitation environment at Management level in tourism-related position in the private or public sector • Experience in management of specialist staff.

Competency requirements: • Managerial finance and budgeting • Project management • Economic development framework monitoring and evaluation (regional) • Knowledge of SADC investment agreements, trade and investment strategy, investment climate and business regulatory environment • Analysis and interpretation of developments in the global economy • Business appraisal and administration principles.

If interested, you MUST submit your CV in MS Word format and in English, quoting the job title and reference number, to the respective e-mail addresses:

Ref 1: resourcing1@emergencegrowth.com or fax: 086 304 2154

Ref 2: resourcing1@emergencegrowth.com or fax: 086 304 2154

Ref 3: resourcing2@emergencegrowth.com or fax: 086 567 7063

Ref 4: resourcing2@emergencegrowth.com or fax: 086 567 7063

Ref 5: resourcing3@emergencegrowth.com or fax: 086 567 7063

Closing date: Tuesday, 31 January 2017 at 14:00

RETOSA reserves the right not to fill any vacancies. Correspondence will only be with short-listed candidates. Should you not hear from us within 6 weeks of the closing date of the advert, please consider your application unsuccessful.

