

Overview:

Our client is an established services business strengthening its leadership structure as it grows. The Managing Director will work closely with the CEO to turn strategic priorities into disciplined execution, owning the P&L, senior leadership team, governance and operating cadence across the business.

This role requires a commercially strong operator who can create focus, hold senior leaders accountable and challenge constructively without becoming the centre of every decision. The role is Johannesburg-based, with regular travel to Cape Town.

Responsibilities

- Lead the senior management team and create clear accountability for delivery, culture and leadership development.
- Translate CEO and board priorities into measurable business commitments with clear owners and deadlines.
- Own the P&L, pricing and commercial economics of new products and services.
- Integrate multiple service lines and improve cross-functional handoffs, accountability and execution.
- Chair senior leadership meetings and own management reporting cadence.
- Establish clear governance, decision rights and reporting to the board and investors.
- Use OKRs to prioritise initiatives and direct operational execution.
- Review higher-risk commercial, contractual and public-facing matters where company exposure is involved.
- Build a capable, autonomous leadership layer and strengthen leaders' commercial and operational judgement.
- Lead integration of acquired businesses or teams and represent the business credibly with senior external stakeholders.

Requirements

- 10+ years of successful executive leadership experience.
- Experience scaling a business, ideally within a service-at-scale model.
- Strong financial acumen with proven P&L ownership and management-account capability.
- Experience reporting to or working closely with a founder, board or investors.
- Working knowledge of OKRs and Scaling Up, or the ability to run both with discipline.
- Strong commercial and operational judgement, including decisive decision-making under pressure.
- Able to challenge senior stakeholders constructively and hold leadership teams accountable.
- Strong delegation skills with a preference for creating ownership rather than centralising decisions.
- Based in Johannesburg and able to work from the office.
- Able to travel regularly to Cape Town.