

## BUSINESS UNIT HEAD, TRANSPORT

**Location:** Midrand / KZN

**Reports to:** Chief Operating Officer

**Business unit:** Transport

**Position type:** Full-time | Permanent | Top management

Zimile is seeking a dynamic and strategic Business Unit Head, Transport to lead our transport infrastructure business across South Africa. This top management role involves setting the vision, expanding market share, ensuring delivery excellence, and driving business development across a diverse range of transport infrastructure services, including:

- National and provincial roads
- Rail infrastructure
- Airports and aviation facilities
- Bridges and interchanges
- Urban mobility and integrated transport systems

As head of this business unit, you will lead multidisciplinary teams, secure major contracts, and grow Zimile's reputation in the transport sector. You must bring strong commercial insight, industry leadership, and the ability to develop long-term relationships with government, state-owned entities, private sector clients, and funding institutions.

This is a strategic role for a forward-thinking professional who thrives in a high-impact, growth-driven environment and understands the South African infrastructure landscape in detail.

### Key responsibilities

#### 1. Strategic leadership and business planning

- Develop and implement the long-term strategy for the Transport Business Unit, aligned with Zimile's overall strategic objectives.
- Identify high-growth areas within the transport infrastructure sector, including roads, rail, airports, and urban mobility.
- Lead strategic decision-making regarding resource allocation, market entry, partnerships, and service line expansion.
- Prepare and manage annual business plans, revenue forecasts, and performance indicators for the unit.
- Evaluate and adapt to political, economic, and regulatory trends that impact transport infrastructure development.

#### 2. Business development and client engagement

- Lead business development efforts across public and private sectors to win work from clients.
- Develop long-term relationships with executive-level stakeholders and funding institutions.
- Identify and unlock new markets, sectors or services, including niche transport opportunities (e.g. freight corridors, non-motorised transport, mobility-as-a-service platforms).
- Proactively monitor tender portals and assess strategic fit of opportunities.

- Lead major proposal and bid submissions, pricing strategies, technical approach, and contract negotiations.

### **3. Operational and project delivery oversight**

- Provide oversight and strategic direction for all major transport projects, ensuring alignment with scope, budget, timelines, and quality standards.
- Set delivery frameworks and project governance processes for efficient project execution.
- Monitor project performance, resolve escalated technical and delivery challenges, and ensure timely reporting.
- Enforce strong contract and construction management practices.
- Ensure proper project closeout, documentation, and lessons learned across the unit.

### **4. Oversee technical excellence and innovation**

- Ensure through oversight of your senior leadership team that all engineering design and implementation follows best practice and current standards (e.g. SANS, TRH, TMH, COLTO, UTG).
- Promote the use of advanced technologies such as BIM, GIS, remote sensing, transport simulation, and digital twin platforms.
- Lead research and development efforts into new materials, sustainable design, low-carbon infrastructure, and smart transport systems.
- Benchmark Zimile's transport offerings against international leaders and adapt global innovations for local application.

### **5. Leadership, people development and transformation**

- Lead and inspire a high-performing, diverse team of engineers, technologists, and project managers.
- Drive succession planning and talent development to ensure business continuity and transformation goals are met.
- Promote skills development and mentoring for graduate and candidate engineers, supporting ECSA registration processes.
- Champion a culture of professionalism, integrity, safety, and continuous improvement.
- Ensure that the unit reflects Zimile's Employment Equity and B-BBEE aspirations at leadership and technical levels.

### **6. Financial and commercial management**

- Oversee financial performance of the Transport Unit including revenue, gross margins, project profitability, overheads, and cash flow.
- Review and approve project pricing, commercial risk assessments, and cost recovery strategies.
- Ensure compliance with company financial policies, budgeting cycles, and reporting requirements.
- Provide monthly and quarterly reporting to the executive team on performance, risk exposure, and business health.

### **7. Stakeholder and partner relationship management**

- Engage and maintain productive working relationships with external stakeholders, including regulators (e.g. SANRAL, CESA, CIDB), industry bodies, and local communities.

- Liaise with key subcontractors, joint venture partners, and professional service providers to ensure collaboration and value delivery.
- Coordinate with other internal business units (e.g. Water, Energy, Structures, Development Planning) on integrated project delivery.

#### **8. Compliance, governance, and corporate accountability**

- Ensure the unit complies with all legal, health and safety, environmental, engineering, and contractual obligations.
- Act as the responsible person for professional conduct and compliance under ECSA's Code of Conduct.
- Maintain readiness for audits, client reviews, ISO certifications, and professional assessments.
- Promote ethical business practices, anti-corruption compliance, and responsible procurement in line with PFMA, MFMA, and CIDB regulations.

#### **9. Performance monitoring and reporting**

- Set measurable goals and KPIs for all teams and track delivery on a monthly and quarterly basis.
- Lead internal reviews and performance dashboards across projects and operations.
- Report progress, risks, and strategic issues to the board or executive leadership.
- Ensure lessons learned from each project are captured and used to improve future performance.

#### **Minimum qualifications**

- BEng or BSc in Civil Engineering or Transportation Engineering (NQF Level 7).
- Postgraduate qualification in Engineering Management, Transport Planning, or Business Administration (advantageous).
- Registered as a Professional Engineer (Pr Eng) with ECSA (required).
- Project Management certification (PMP, PRINCE2) is advantageous.

#### **Experience**

- Minimum 12–15 years of experience in transport infrastructure with at least 5–8 years in a senior or executive role.
- Demonstrable leadership in delivering large-scale transport projects in roads, rail, airports, or bridges.
- Experience with major clients including SANRAL, PRASA, ACSA, Transnet, metros, provincial governments, or large private developers.
- Proven experience in business development, contract negotiation, and securing major infrastructure projects.
- Experience managing multidisciplinary teams and regional offices.
- Knowledge and technical expertise
- In-depth understanding of South African public sector procurement, PPP frameworks, donor-funded project processes.
- Strong knowledge of engineering contracts: FIDIC, NEC, GCC.
- Proficient in tools like BIM, AutoCAD Civil 3D, MS Project, GIS, or other transport modelling and design software.

- Up-to-date knowledge of South African and international transport infrastructure standards and policies.

**Skills and personal attributes**

- Strong strategic thinking and business acumen.
- Embraced new technology and strongly encourages an innovative mindset in unit
- Excellent communication, negotiation and stakeholder engagement skills.
- Commercially driven with a focus on profitability and sustainability.
- Committed to transformation, empowerment, and inclusive growth.
- Results-oriented, adaptable, and able to lead through complexity and change.

**Why join Zimile?**

- Play a key role in shaping South Africa's transport infrastructure future.
- Lead a nationally relevant business unit with significant growth potential.
- Work with a values-driven, 100% black-owned engineering firm committed to transformation, innovation and quality.
- Join a culture that supports leadership, learning, accountability and impact.