



Job Description: Chief Executive Officer (CEO), Eswatini Medical Supply Agency (EMSA)

Employment type: Full-time, Fixed-Term Contract

Location: Eswatini (in-person)

Reports to: Board of Directors

ABOUT EMSA

The Eswatini Medical Supplies Agency (EMSA) is a statutory body mandated to procure, store, and distribute essential medicines, medical supplies, and health commodities to public health facilities nationwide. EMSA plays a pivotal role in advancing the Kingdom of Eswatini's commitment to universal health coverage by ensuring uninterrupted access to quality-assured health products throughout the country.

Role Overview

The Chief Executive Officer (CEO) will serve as the strategic and operational leader of the organization, responsible for driving organizational performance, ensuring efficient supply chain operations, financial sustainability, and compliance with national and international health and business regulations. Reporting to the Board of Directors, the CEO is responsible for translating the Agency's strategic vision into measurable results, building a high-performing organisation, and maintaining the trust of government, partners, and the public.

KEY RESPONSIBILITIES

Strategic Leadership and Governance

- Provide strategic direction and leadership to EMSA and ensure alignment with national health priorities, global supply chain best practices, and financial sustainability goals.
- Ensure the reliable, uninterrupted availability of essential medicines and health commodities across the country, and actively prevent and resolve drug and medical supply shortages.
- Lead EMSA toward long-term financial sustainability, reducing reliance on government subvention over time through sound commercial and operational management.
- Oversee the execution of Board directives and policies, while ensuring compliance with regulatory and governance frameworks.
- Develop and implement a long-term business strategy, including investment plans, to strengthen EMSA's role in the national healthcare system.
- Establish and maintain strong relationships with key stakeholders, including the Ministry of Health, donors, private sector partners, and international organizations.
- Represent EMSA at high-level meetings, conferences, and negotiations to advocate for resource mobilization and strategic partnerships.
- Ensure EMSA operates in compliance with all applicable laws, regulations and government directives.

Operational Management

- Lead and oversee the day-to-day operations of EMSA by ensuring effective management of pharmaceutical procurement, warehousing, inventory, and distribution.
- Implement innovative supply chain and logistics strategies to enhance efficiency and cost-effectiveness.
- Ensure robust quality control measures and compliance with international pharmaceutical standards.
- Foster a data-driven culture by leveraging supply chain analytics and digital tools for decision-making and performance tracking.

Financial and Risk Management

- Ensure financial sustainability by overseeing budgeting, financial planning, and cost control measures.
- Develop business models that diversify revenue streams, including private sector engagement and commercialization of EMSA services.
- Ensure transparency, accountability, and compliance with procurement and financial regulations.
- Implement risk management frameworks, including supply chain risk mitigation, cybersecurity, and business continuity planning.

Workforce and Organizational Development

- Lead and develop a high-performing team, ensuring staff capacity building, talent retention, and succession planning.
- Promote a culture of quality, accountability, innovation, and continuous improvement.
- Oversee performance management systems, aligning employee objectives with organizational goals.
- Ensure a safe and inclusive workplace, adhering to labor laws and ethical standards.

QUALIFICATIONS AND EXPERIENCE

- A master's degree in business administration, business leadership, supply chain management, health systems management, or a related field.
- Minimum of 10 years of progressive leadership and managerial experience dealing with management, operations, or finance, with at least five years in a senior executive role in supply chain, healthcare, logistics, or a related industry.
- Demonstrated experience of strategic planning, institutional management and delivering measurable organizational results.
- Experience in transforming a government department into a semi-autonomous entity, or setting up and/or running an entity
- Experience in managing large-scale procurement, warehousing, and distribution operations, preferably in the pharmaceutical or healthcare sector.
- Strong track record of financial management, business development, and strategic planning.
- Demonstrated ability to uphold and enforce governance standards within a public institution.
- Experience working with government agencies, donors, and private sector stakeholders.
- Knowledge of international supply chain regulations, including WHO Good Distribution Practices (GDP) and public procurement laws.

KEY COMPETENCIES

- Strategic thinking and business acumen – Ability to develop and implement long-term strategies that balance financial sustainability and public health priorities.
- Leadership and change management – Proven ability to drive organizational transformation and lead diverse teams effectively.
- Integrity and Governance – Unwavering commitment to transparency, ethical conduct, and anti-corruption principles.
- Stakeholder engagement and negotiation – Strong diplomatic skills to navigate relationships with government, donors, and private sector partners.
- Financial and risk management – Experience in budget oversight, revenue generation, and risk mitigation strategies.
- Operational excellence – Deep understanding of supply chain management, logistics, and warehouse optimization.
- Decision-making and problem-solving – Ability to make sound business decisions in a complex, fast-paced environment.
- Technology and innovation – Experience in digital transformation and leveraging technology for supply chain optimization.

PERFORMANCE EXPECTATIONS

- Achieve financial sustainability through cost-effective supply chain management and diversified revenue streams.
- Maintain high Agency levels, ensuring timely and efficient procurement, storage, and distribution of medical commodities. Maintain 100% availability of essential medicines across public health facilities.
- Ensure 100% compliance with procurement and financial regulations, reducing risk exposure.
- Improve workforce productivity and engagement, fostering a culture of high performance and accountability.
- Strengthen partnerships with donors, private sector entities, and government agencies to enhance EMSA operations.

APPLICATION PROCEDURE

- Email to recruitment@kq.co.sz
- Closing date: **Monday, 24th August 2026**
- Late applications will not be considered
- Selection will be subject to competency assessments and verification
- Correspondence will be limited to short-listed applicants only