

1 April 2026

Dear Southern African Grain Laboratory (SAGL) Stakeholders

INVITATION FOR NOMINATIONS FOR THE APPOINTMENT OF THE GENERAL MANAGER AT SAGL

We are pleased to inform you that the Southern African Grain Laboratory (SAGL) has commenced the process of appointing a new General Manager. A Search Committee, appointed by the SAGL Board, is leading this process and is being supported by Signium Africa.

SAGL and Signium Africa have recently begun this work and are committed to a process that is fair, thorough, inclusive, collaborative, and fully compliant with all legal requirements.

The successful candidate will be a dynamic leader responsible for the strategic direction, management, and coordination of all SAGL activities. This includes developing and implementing the SAGL Annual Business Plan, ensuring effective organisational performance through the recruitment, placement, and motivation of skilled personnel. The role further encompasses full financial management and marketing responsibilities to support the sustainable execution of SAGL's mandate and long-term objectives.

The ideal candidate should meet the following minimum Requirements:

- A relevant bachelor's degree or equivalent qualification; a BSc or similar is preferred.
- At least 10 years of senior management experience, preferably within an accredited laboratory environment.
- A minimum of 5 years' laboratory experience; laboratory management experience will be an advantage.
- Strong leadership capabilities with excellent stakeholder engagement skills.
- Solid financial and business acumen.

Please find detailed advertisement attached for your attention.

In order to identify the strongest possible pool of candidates, SAGL and Signium Africa are casting the net wide. In addition to internal and external advertising and Signium Africa's research processes, we specifically invite your nominations of individuals who you believe may be well-suited to this role.

We encourage you to submit nominations directly to Signium Africa by close of business on Tuesday 21 April 2026. Please include the individual's name, current or most recent position and employer, and—where possible—their contact details and a brief background.

Please send nominations to:

Email: annelize.vanrensborg@signium.co.za

Landline: +27 (0) 11 771 4800

Mobile: +27 (0) 82 338 2646

Deadline: 24 April 2026

We kindly request that you **do not contact nominees directly**, as this may create unintended expectations. Signium Africa will approach all nominated individuals, determine their interest, assess their suitability against the agreed criteria, and decide whether they should be recommended to SAGL for consideration.

Finally, we wish to thank you for your invaluable contribution and your support in ensuring the successful completion of this important appointment.

Kind regards,



Dr Erhard Briedenhann
Chairman
SAGL



Annelize van Rensburg
Director: Executive Search
Signium Africa

The Southern African Grain Laboratory (SAGL)

The **Southern African Grain Laboratory (SAGL)** is one of the most influential scientific institutions in the regional agricultural value chain. Established in **1997** at the request of South Africa's grain industry, SAGL serves as the **official reference laboratory** for grain, oilseeds, and associated food and feed products. Following the dissolution of the Marketing Control Boards in the mid-1990s, SAGL was founded to provide an independent, scientifically rigorous platform to safeguard quality, competitiveness, and standardisation across the sector.

Operating as a **Non-Profit Company (NPC)**, SAGL ensures impartiality, industry alignment, and financial independence. Its analytical services are accurate, reliable, and benchmarked against international standards, enabling confidence in domestic and export markets.

As a reference laboratory, SAGL plays a critical role in: Maintaining **quality standards** for grain and oilseed markets; Supporting **grading, testing, and certification** for trade; Providing essential **data for food safety, nutrition, and agricultural research**; Delivering insights into **harvest quality, mycotoxins**, and seasonal crop variations.

Signium Africa has been exclusively retained to advise on appointing a results driven, ethical, assertive and decisive individual with proven leadership skills to the following key position:

General Manager - Located in Lynnwood, Pretoria

SAGL is seeking a full-time dynamic and seasoned **General Manager** to lead the organisation into its next phase of growth, innovation, and industry impact. This role requires a visionary leader with strong scientific understanding, exceptional business acumen, and the ability to influence stakeholders across the agricultural, scientific, and regulatory landscape. The role reports to the Board of Directors.

We will be searching for a dynamic leader responsible for the strategic direction, management, and co-ordination of all activities of the SAGL. This includes the formalisation and implementation of the SAGL Annual Business Plan, ensuring effective organisational performance through the recruitment, placement, and motivation of skilled personnel. The role further encompasses full financial management and marketing functions to support the sustainable execution of SAGL's objectives and overall mandate.

Minimum Requirements:

- A relevant **Bachelor's degree** or equivalent qualification; a **BSc or similar** is preferred.
- **10 years' senior management experience**, ideally within an accredited laboratory environment.
- At least **5 years' laboratory experience**; laboratory management experience is advantageous.
- Demonstrated **leadership excellence** and strong stakeholder engagement skills.
- Solid **financial and business acumen**.

Personal profile:

The role requires strong strategic and operational leadership, with the ability to coordinate organisational activities, lead teams, drive change, improve processes, and make sound, innovative decisions. The candidate should demonstrate solid human-resource capability, including recruitment, performance management, staff motivation, and relationship management. Financial and governance competence is essential, encompassing financial planning, budget control, GRAP compliance, governance oversight, and risk management. Technical and quality expertise, including an understanding of ISO/IEC 17025, quality systems, data literacy, and analytical skills, is critical. The role also calls for business development and marketing acumen, with strong stakeholder engagement abilities. Excellent communication and report-writing skills, professionalism, ethical conduct, and the responsible presentation of critical data complete the competency profile.

Suitable candidates are invited to e-mail a detailed CV to research@signium.co.za by close of business on Tuesday 21 April 2026. Enquiries may be directed to Annelize van Rensburg on 011 771 4800. Regrettably late applicants cannot be considered.