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NPC Reg. No. 001/037 • Reg. No. 2001/003984/08

July 2024

Executive Director

Closing Date: xxx

People Opposing Power Abuse (POWA) seeks a dynamic, feminist and seasoned professional to lead its Gauteng-based operations. POWA has a proud 45-year history of advocating for a safe and equal society through Gender-Based Violence (GBV) prevention, training and support services.

POWA is registered as a Non-Profit Company (NPC) with the Companies and Intellectual Property Commission (CIPC) and as a Non-Profit Organisation (NPO) with the Department of Social Development.

Key aspects of its operations includes providing survivors of gender-based violence with essential support that empowers them to rebuild their lives and reclaim their dignity; and collaboratively navigating the ever-evolving landscape of social justice in support of inclusivity and diversity and engages in activism, advocacy, and counselling.

The Executive Director is responsible for all POWA operations and reports directly to the POWA Board. Our ideal candidate has a Social Work qualification that has been enhanced with further qualifications in project management, operations management, leadership, and business management. Further enhancement is a solid track record of working experience in feminist spaces and advocating for social justice that has resulted in a credible leading voice in GBV prevention.

Applicants need to demonstrate the sensitivity required for leading and interacting in an organisation that works with survivors of GBV. Additional qualities are the tenacity and confidence to represent survivors, the POWA workforce, and its POWA Board at the highest level of interactions with key stakeholders – including corporate and donor funding agencies and heads of Government Departments.

The Executive Director should be skilled at building leading teams – underpinned by a sound knowledge of organisational development, conflict resolution, human resource and financial operational management. The role includes psycho-social support requirements including supervising chief Social Workers, and knowledge of legal matters pertaining to POWA's NPC and NPO status. Experience in working with and reporting to Boards of Directors will be an added advantage.

POWA is in a stage of transition that requires an experienced operational leader who can function effectively and efficiently at all levels. Someone who can influence POWA's strategic direction to reinforce the impact of POWA's work, upscale the visibility of POWA's impact, and ensure POWA's long-term financial sustainability.



Subject Recruitment: Executive Director
Date June 2024 – closing date 20 July 2024

Position and Role Profile

Job Title	Executive Director POWA
Report to	POWA Board
Operational Reporting Line – Managers	Finance Manager Human Resource Manager Counselling Services Manager/s Legal and Advocacy Manager
Location	Head Office (Berea Joburg), and satellite offices as required
Salary	Market-related - <R1m annually

Formal Qualifications

- Essential
 - an undergraduate qualification in Social Work
 - previous experience leading an organisation and at least five years' experience at senior management level within the social service environment and/or non-profitable organisation.
- Advantageous: further qualifications in general business management, social work, clinical psychology, public health, social sciences, law.

Requirements

- Prior experience at leading an organisation
- Sound understanding of feminist philosophy, GBV prevention, GBV policy- influencing and advocacy skills and experience
- Experience in operations management including financial and human resources, managing volunteers, culturally diverse groups and case work
- Ability to supervise chief Social Workers aligned with the Department of Social Development's requirements
- The incumbent must have a sound knowledge of violence against women and girls, GBV prevention, POWA programmes, corporate and donor and government funding priorities and

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mechanisms, interests, referrals, and relationship management experience with complementary organisations similar to POWA's core business

- Strategic planning and development
- Change management
- Stakeholder management and networking
- Experience in developing short, medium, and long-term fundraising strategies that ensure funding sustainability. A track record that demonstrates raising funding in excess of R7million annually.
- Financial management, financial planning, including budgeting, financial monitoring and reporting, and identifying potential risks for Board decision-making
- Financial and Business modelling and a sound understanding of NPO funding and alternative business models
- Excellent report and proposal writing skills
- Proficiency in Microsoft packages and project management tools
- Public relations/media management and public speaking skills
- Knowledge of NPC and NPO processes
- Experience in NPC and NPO governance including reporting to Board of Directors
- Management and leadership skills.

Responsibilities

- Develop, implement, and measure the application of internal policies, strategies, and programmes.
- Develop an organisational structure that supports the strategy and is sufficiently flexible to adapt to changing requirements of the organisation and communities it serves.
- Develop and maintain positive communication channels with national and international stakeholders relevant to the development of women and girls – including Non-Government Organisations (NGOs), Community-Based Organisations (CBOs), local and regional NPOs, Victim Empowerment Forums, Shelter Movements and Forums, donor organisations, government departments and related agencies.

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- Promote an ethical and positive image of POWA and women and girls' issues across various media channels/platforms.
- Manage activities undertaken by POWA, including the development and maintenance of administrative, financial, and knowledge management systems, the development of employees and volunteers through training, and case consultations and clinical supervision by internal and or external professionals.
- Ensure the development and maintenance of a Performance Management System.
- Build and sustain a positive organisational culture that fosters commitment to a common vision and individual objectives amongst the workforce.
- Establish effective and efficient governance and risk management mechanisms to ensure the organisation's overall sound governance compliance.

Summary Of Key Performance Areas (KPA's)

- POWA strategic direction and structure to support the strategy
- Financial sustainability
- Organisational effectiveness
- Promote individual and team performance
- Governance and risk management including Monitoring, Evaluation, Learning, Reporting
- Oversight of programme performance
- Oversight of support services performance
- Team building and change management.

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