

Job Title:	Family Strengthening and Empowerment Programme Manager
Reports To:	Chief Executive Officer

Background:

Beautiful Gate South Africa, established in 1994, has undergone significant evolution in its mission and programmes. Starting as a street children’s home, expanding to a hospice for children with HIV/AIDS, and transitioning to community-based care, our focus is now on a holistic approach for entire families. This role is critical in continuing the shift towards strategic, sustainable strengthening and empowerment interventions for children, families and the community. The Leader of the Family Strengthening and Empowerment Programme will be a strategic thinker and community developer, capable of guiding families towards independence by working with both children and their families, ensuring holistic development and self-sufficiency.

Main Purpose of Role:

To lead and transform the Family Strengthening and Empowerment Programme by developing strategic pathways that support and empower families, ensuring that interventions are sustainable and promote independence. The role will involve creating a structured process, developing and aligning curricula, and ensuring that both children and parents are equipped with the necessary skills to thrive independently.

- Key Responsibilities (this list is not exhaustive):**
- **Strategy and Theory of Change:** Develop a programme strategy from strengthening to empowerment for families and their children, integrating and refining the theory of change into programme development and implementation.
 - **Develop Pathways Roadmap:** Create accessible and understandable processes using infographics and visual aids to guide families through sustainable empowerment pathways towards self-sustainability.
 - **Curriculum Development:** Ensure consistency and alignment between children's teaching/support and parents and family interventions, developing the necessary training programmes.
 - **Stakeholder Relationships:** Facilitate building and maintaining relationships with stakeholders, network in the sector and stay informed of new developments. Ensure compliance with current donors.
 - **Case Management:** Run case management meetings to quality assure the family interventions and develop new solution for family care.
 - **Team Accountability:** Manage the team and hold them accountable, ensuring adherence to processes and continual in-service training to develop team members to understand the holistic and empowerment approach.
 - **Care for the Carers:** Ensure the facilitation of Care for the Carer programmes.

Skills: (Competencies & Attributes)

- **Facilitation, Training and Presentation Skills:** Strong ability to facilitate and present and train effectively.
- **Interpersonal Skills:** Ability to build relationships with peers, beneficiaries, stakeholders and the community.
- **Proficiency in Microsoft Office and Outlook365:** Excel, Word, PowerPoint, and other relevant software.
- **Planning and Organisational Skills:** Effective planning and organisational capabilities.
- **Leadership Skills:** Strong leadership abilities to manage and motivate the team.
- **Report Writing Skills:** Proficient in writing detailed and structured reports.

Experience, Knowledge & Qualifications Requirements:

- **Community Development Mindset:** Strong focus on community development
- **Strategic Thinker:** Ability to develop and implement strategic interventions and plans.
- **Curriculum Development:** Experience in developing and writing relevant curricula
- **Social Worker Qualification:** Preferred qualified social worker with community development experience.
- **Christian Faith:** Strong Christian faith and values.
- **Language Skills:** Proficiency in isiXhosa
- **Leadership Skills:** Must have experience in leading a team through change and a demonstrated ability to lead a team.

Key Result Areas

- **Strategic Plan:** Develop and implement a programme strategic plan with milestones and deliverables which align to the strategic plan, values and mission of the organisation.
- **Pathways Development:** Develop a series of pathways/roadmap for parents, children and families.
- **Curriculum Development:** Develop and write curricula, ensuring alignment between children's teaching/support and parents and family interventions.
- **Relationship Building:** Build relationships with peers, beneficiaries, stakeholders and the community.
- **Team Management:** Capable and competent team who deliver a holistic approach to caring for families and their children.
- **Reporting:** Provide regular reports on the involvement and progress of Family Strengthening beneficiaries and programme implementation.

Resource Management / Dimensions:

Manage the Family Strengthening and Empowerment team of about 30.

Location:

Based in Philippi East, Cape Town.
