



Executive Director

Organisation Description

South Africa's SME sector has the potential to reduce high levels of unemployment and boost relatively low economic growth rates. While access to finance is a challenge for SMEs in South Africa, there are already several pools of capital targeting the sector. A more pressing challenge is the lack of managerial capacity and skills in the start-up and early growth phases of SMEs. The SME Catalyst for Growth programme was launched by the JPMorgan Chase Foundation and Dalberg Global Development Advisors in February 2012 to address these challenges.

In the first phase of the programme Catalyst for Growth worked with two high quality Business Development Services (BDS) providers in South Africa - Raizcorp and Aurik - to help them expand their reach to SMEs in the Gauteng province. Throughout this work it has become apparent that a) high quality BDS can help businesses to grow faster and create more jobs b) it is possible to assess the quality of the BDS a business has received by measuring specific changes in the business, and that c) a transparent analytics platform for BDS providers is needed to bring transparency to the market, and thus channel funding to high quality BDS providers.

In 2014 Catalyst for Growth (C4G) was launched as an independent Non-Profit Organisation, with funding from JPMorgan Chase Foundation and the United States Agency for International Development (USAID). Catalyst for Growth is currently running a beta test of the platform.

Job Description

An energetic and experienced Executive Director (ED) is needed to take this work forward. The successful candidate will build and lead a team of 3-4 professionals and will report to a Board of Directors which includes senior staff at Dalberg, J.P. Morgan, and other South African Organizations. This person should be excited about growing the organisation over time, and eager to scale the scope of activities within South Africa, and regional expansion into other markets on the continent.

Responsibilities will include:

- **Marketing & business development**- the ED will be the "face of Catalyst for Growth" and is expected to actively develop existing relationships and build new relationships that enable success and growth of the organisation. The ED will also represent the organisation in high level forums in South Africa and internationally.
- **Organizational leadership**- The ED will assume ultimate responsibility for the development of all internal programmes and systems, and the recruitment and development of new C4G staff.
- **Fund Raising** - Catalyst for Growth has enjoyed a number of fund raising successes to date, the ED is expected to manage relationships with current funding partners, and to continue to develop new relationships over time.

This is a permanent position with funding already in place for the next two years. A competitive salary, and attractive bonus structure will be offered to the successful candidate.

Desired Qualifications

We are seeking an entrepreneurial leader with the following qualifications:

- 10+ years of experience, including at least 5 years in a senior leadership role
- Degree in economics, business, accounting, entrepreneurship or similar (Masters preferred)
- Experience in setting up operations and governance systems
- Experience in monitoring and evaluation or financial reporting
- Experience in sales and business development
- Experience in fund raising
- Exceptional communication and presentation skills
- Passionate about the development of small enterprises and belief in their ability to create jobs
- Entrepreneurial experience is a plus