



## VACANCY

### INDEPENDENT NON-EXECUTIVE DIRECTOR - BUSINESS DEVELOPMENT

The Southern African Development Community Groundwater Management Institute (SADC-GMI) was established in 2009 as a regional center of excellence on groundwater management hosted by the University of the Free State in Bloemfontein, South Africa on behalf of and under the strategic guidance of the SADC Secretariat, Directorate of Infrastructure and Services – Water Division, in Gaborone, Botswana.

The Vision of the SADC-GMI is *“To be a Centre of Excellence in promoting equitable and sustainable groundwater management in the SADC region”*. The vision is brought to life through the following 6 **Corporate Objectives**:

- i. **Create an enabling environment** for groundwater management through the improvement, development and harmonization of policy, legal and regulatory frameworks.
- ii. **Lead and promote regional coordination**, across various spatial scales, for groundwater management and development.
- iii. **Support infrastructure development** for improved groundwater management and sustainable groundwater development.
- iv. **Promote and coordinate action-oriented research** to support the development of regional understanding of groundwater resources.
- v. **Promote impact-oriented capacity building and training** to develop a growing cohort of groundwater expertise across the region
- vi. **Advocate, raise awareness and provide support** regarding the understanding of sustainable groundwater management through the dissemination of data, information and knowledge products, supported by ongoing knowledge management.

SADC-GMI was established as a Section 21 not-for-profit company (NPC) under the South African Companies Act No. 71 of 2008, as amended. The Company was officially launched on the 20<sup>th</sup> September 2016 and has been operating with funding from implementing the Sustainable Groundwater Management in SADC Member States Project supported by the World Bank (through the support of the Global Environment Facility and the Cooperation in International Waters in Africa trust fund). The company is run by an 8 Member Board of Directors composed of representatives from the SADC Member States (4No), University of the Free State (2No), an Executive Director and SADC Secretariat’s Water Division as the Chair. The Memorandum and Articles of Association of the Company stipulates that the Board of Directors should be made up of 10 Directors and currently only 8 have been appointed.

The SADC-GMI is expected to grow its brand and secure its business offerings in order to guarantee long term financial sustainability. A 5-year Financial Sustainability Plan (2018-2023) was developed and approved by the Board of Directors .More information about SADC-GMI can be obtained from [www.sadc-gmi.org](http://www.sadc-gmi.org).

In order to enhance good corporate governance, the SADC-GMI Board of Directors seeks the services of a suitable, qualified and experienced professional to appoint as an Independent Non-Executive Director. The successful candidate shall among other oversight responsibilities assist the Board of Directors and Management of SADC-GMI to achieve financial sustainability particularly through the implementation of the Financial Sustainability Plan and other related measures.

The SADC-GMI Board hereby invites applications from suitably qualified candidates for appointment to the Board of Directors as **Independent Non-Executive Director** to lead the **Business Development Strategy of the Company**.

### **Primary Duties and Responsibilities:**

The Independent Non-Executive Director will serve on the SADC-GMI Board of Directors as the primary resource for the following:

- Advise the Executive Director and the Board on the review, implementation and monitoring of the SADC-GMI Strategic and Financial Sustainability Plan (2018/19 – 2022/23);
- Supporting the SADC-GMI Communications Strategy to enhance “Centre of Excellence” branding in order to improve the value proposition for different potential stakeholders, partners and financiers;  
Identify opportunities and guide SADC-GMI to develop appropriate documentation for accessing financial resources and secure short- and long-term sponsorship and project funding opportunities.;
- Direct the further establishment and building market position for SADC-GMI by using knowledge of the market and competitors to identify and develop unique selling propositions and differentiators;
- Enhance the establishment and maintenance of relationships with partners, stakeholders, Member States and individuals operating within the same industry sector as will be necessary to establish and maintain a niche market for SADC-GMI;
- Assist the Board of Directors to oversee the ethical and sustainable business development for SADC-GMI
- Guide the SADC-GMI Executive Director and his team to undertake research essential to support business development
- Support the effective utilization of technology and all available communications options (phone, email, internet, in-person meetings) to generate leads necessary to grow the business;
- Chair the Business Development Committee and any other committee or sub-committees in order to discharge any specific tasks as assigned by the SADC-GMI Board of Directors to enhance good corporate governance;
- Perform any other tasks as delegated by the Board of Directors from time to time

### **Person Specification**

Your application should demonstrate the following:

#### *Essential criteria*

- Ability to network with Cooperating Partners, NGO’s, Senior Civil Servants, Ambassador’s and Directors of Private Sector Companies
- Outstanding leadership, teamwork, listening and influencing skills;
- Previous board level experience with specific experience in the NPO/NPC environment highly regarded
- Experience in at least one of the following areas: business development, marketing, organisational development, financial management, entrepreneurship, etc
- Demonstrated ability to contribute to the growth and development of the company
- Sound judgment, analysis and decision making skills; and the ability to provide a challenging and supportive role to the Executive Director and other senior team members;
- Open mindedness and willingness to engage with a wide stakeholder group from diverse national, regional and professional backgrounds;
- Proven corporate governance skills;

- A good track record of delivery at board level and the skills to represent and promote the company;
- Experience as change agent successfully leading/participating in organizational development and/or business development initiatives to achieve financial sustainability;
- At least a Bachelor's degree in a relevant discipline such business administration/management, marketing, organizational development, strategy development, finance, entrepreneurship, or similar;
- A firm understanding of resources mobilization practices and standards relevant and how to apply them for a regional NPC like SADC-GMI;
- Familiarity with the water sector, and particularly the groundwater sector as it applies to SADC-GMI and the implications on competitiveness and financial sustainability is highly regarded;
- Clear understanding of the SADC structures and systems.

*Desirable criteria*

- Experience in the use of ICT applications for business transformation and development
- Evidence of networks immediately available to SADC-GMI

**Additional Considerations**

- Applicants must be nationals of one of the SADC Member States;
- Applications received after the closing date will not be considered;
- Only those candidates that are short-listed for interviews will be notified. If you do not hear from us one month after the closing date then you may consider your application as not having been successful on this occasion;
- Qualified female candidates are strongly encouraged to apply;
- The SADC-GMI Board reserves the right to appoint a candidate with the nearest fit to the ideal profile advertised or not to appoint anyone to the post;

**Time commitment and Compensation**

The SADC-GMI Board of Directors meets up to four times each year (ideally in March, June, September and December) and the Independent Non-Executive Director should attend all the meetings.

The **Independent Non-Executive Director – Business Development** will be appointed for an initial 3 year term, which may be renewed by mutual consent.

This is a voluntary position which is not remunerated other than for:

- Reimbursement of travel expenses to attend board meetings and events, and
- For each Board meeting/event attended, the payment of a sitting allowance determined by the Board of Directors from time to time