

EXECUTIVE DIRECTOR (RE: ADVERTISEMENT)

Corruption Watch (CW) is a leading South African anti-corruption non-profit organisation with a 14-year track record of fighting corruption and promoting transparency. As an accredited chapter of Transparency International, CW plays a crucial role in South Africa's anti-corruption ecosystem through evidence-based advocacy, strategic litigation, public engagement and policy development.

At the core of CW's mandate is the public reporting system, which empowers citizens to report corruption experiences. The organisation transforms these reports into actionable intelligence for research, policy interventions, limited investigations, strategic litigation, and public awareness campaigns that drive systemic change.

Position overview

CW seeks a visionary **Executive Director** to provide strategic leadership and operational excellence across all organisational functions. Reporting to the Board of Directors, this role requires a proven leader who can advance CW's mission while ensuring sustainable growth and impact in South Africa's governance and anti-corruption landscape.

Key Responsibilities

Strategic Leadership

- Collaborate with the Board to develop and refine the organisational vision and strategic direction.
- Communicate and lead strategic planning processes and ensure effective implementation across all departments.
- Position CW as a thought leader in anti-corruption discourse nationally and internationally.

Operational Excellence

- Establish and implement robust performance monitoring systems and key performance indicators.
- Ensure financial sustainability through diversified funding strategies and sound fiscal and human resources management.
- Implement effective governance frameworks and internal controls.
- Foster a culture of accountability, transparency, and continuous improvement.

Stakeholder Engagement and Advocacy

- Maintain strategic relationships with government agencies, national departments, civil society, private sector, and international partners.
- Represent CW in high-level national and international forums, media engagements and public platforms.
- Lead advocacy initiatives that influence policy and legislative reform.
- Build coalitions to amplify anti-corruption efforts across sectors.

Organisational Development

- Provide inspirational leadership to staff and promote professional development.
- Ensure effective internal communication and collaborative working relationships.
- Oversee fundraising strategy and donor relationship management.

Essential Qualifications & Experience

Education & Professional Background

- A Master's degree in Law, Business Administration, Public Policy, or a related field, with 10 years of progressive leadership experience, including at least 5 years in senior executive roles; **OR** An undergraduate qualification with 13 years of progressive leadership experience, including a minimum of 8 years in senior executive roles.
- Demonstrated expertise in legal practice, policy analysis, governance, financial management or public administration.

Technical Competencies

- Comprehensive understanding of South African anti-corruption legislation and regulatory framework.
- Proven track-record in developing and implementing fundraising strategies.
- Experience with strategic litigation and policy advocacy.

Leadership & Interpersonal Skills

- Exceptional ability to engage with senior stakeholders including high-profile activists and leaders, Ministers, Director-Generals and Chief Executive Officers in the public, private and non-governmental sectors.
- Outstanding public relations, media relations and communication capabilities.
- Strong analytical, critical thinking, and problem-solving abilities.
- Proven people management and team leadership skills.
- Combination of grassroots activism with experience and sophisticated management skills.
- Cultural competency and ability to work effectively in diverse environments.

Personal attributes

- Uncompromising integrity and commitment to transparency.
- Resilience and ability to operate effectively under pressure.
- Passion for social justice and anti-corruption work.
- Strategic mindset with attention to operational detail.

Remuneration: R1 400 000 – R1 650 000 CTC per annum.

If you are interested in joining a dynamic team, and are passionate about combating and exposing corruption, advancing human rights, and improving the environment for whistle-blowers, then this opportunity may be for you.

Interested applicants should send the following:

- A cover letter motivating your application and vision for the position.
- A current curriculum vitae (CV) with three professional references.

[REDACTED]

[REDACTED]

NB: The ideal candidate must either be able to commute to the Rosebank office or be willing to relocate before commencement of duties. **This is a non-negotiable requirement.**

CW is an equal opportunity employer and reserves the right not to make an appointment. [REDACTED]

[REDACTED]