

## **Just Share Executive director recruitment advert**

### **About Just Share**

Just Share is a non-profit organisation focused on corporate accountability. We work at the intersection of finance, climate, and social justice. We leverage shareholder activism and responsible investment as powerful tools to transform corporate behaviour, drive urgent climate action, reduce inequality, and strengthen regulation to accelerate the just transition to a low-carbon, inclusive, and resilient economy.

Our research, advocacy and activism holds companies accountable and empowers investors. Our investor briefings, impactful reports, and influential rankings equip the financial sector with the insights needed to understand and act on corporate climate and social impacts.

### **About the job**

We are looking for a determined, courageous, innovative leader with a proven record of impact.

In joining our team, you'll play a pivotal role in building capacity within the investment community, championing active ownership and strategic capital allocation to tackle the climate crisis, drive fair pay, equity, and leadership transformation, and creating a regulatory environment that supports and incentivises a just transition.

The role is based at Just Share's offices in Plumstead, Cape Town.

### **Responsibilities**

#### Leadership and strategic vision

- ☐ Provide strategic and empowering leadership to a growing, mission-driven team.
- ☐ Develop and oversee implementation of the organisation's strategic plan, activities, objectives and campaign strategies.
- ☐ Understand and tackle complex, interconnected challenges in climate and socio-economic justice.
- ☐ Balance resource allocation across multiple concurrent campaigns while maintaining focus and tracking impact.
- ☐ Oversee monitoring, evaluation and learning to ensure strategies and tactics remain effective and relevant.
- ☐ Lead with clarity and determination through periods of transformation and growth.

#### Fundraising and financial management

- ☐ Develop and implement fundraising strategy and build and maintain funder relationships to secure long-term sustainability.

- ☐ Manage budgeting, financial reporting, funder reporting, and regulatory compliance.

### Governance

- ☐ Work closely with and report to the board of directors.
- ☐ Ensure strong governance practices and regulatory compliance.
- ☐ Lead recruitment and onboarding of new board members.

### Organisational management

- ☐ Oversee operations, financial management, human resources and programme implementation.
- ☐ Ensure an effective organisational structure with clear reporting lines and accountability.
- ☐ Lead staff recruitment, training, professional development, and performance management.
- ☐ Maintain and strengthen organisational culture aligned with mission and values.

### Advocacy and activism

- ☐ Design, oversee and adapt advocacy and activism campaigns.
- ☐ Manage engagements with companies, institutional investors and regulators.
- ☐ Act as the organisation's primary spokesperson, clearly communicating complex issues to media and stakeholders.
- ☐ Build and maintain partnerships with civil society, community-based organisations, investors, policymakers, and academic institutions.

### **Requirements**

- ☐ 7-10+ years in non-profit leadership or a related sector, managing multi-disciplinary teams and complex projects.
- ☐ Background in sustainable finance, law, investment management, economics, climate policy, environmental science or social/environmental justice advocacy.
- ☐ Excellent written (publication-level) and verbal communication skills.
- ☐ Integrity and resilience, and the ability to thoughtfully navigate complex external relationships.
- ☐ Confidence to engage diplomatically with diverse stakeholders, inspire action and navigate uncertainty.
- ☐ Proven ability to secure funding through grants, donations, and partnerships.
- ☐ Proven ability to establish, nurture, and maintain strong, trust-based relationships with funders and partners.
- ☐ Ability to manage a dynamic, high-pressure working environment, respond positively to setbacks, and balance competing priorities.

- ❑ Strong understanding of corporate governance, responsible investment, and capital markets' responses to climate and inequality issues.
- ❑ Knowledge of climate science and relevant policy and legislative frameworks (local and international).
- ❑ Insight into how corporate behaviour affects social and environmental outcomes, and how climate science and inequality metrics inform accountability.
- ❑ Ability to distill research and analysis into actionable recommendations and complex issues into compelling narratives for diverse audiences.
- ❑ Openness to learning from both successes and failures, and to adopting innovative tactics and strategies.

To apply, please submit your CV and a non-AI-generated cover letter to [callum@actionappointments.co.za](mailto:callum@actionappointments.co.za) by Friday 12 September 2025.

Just Share is committed to diversity, equity, and inclusion, and we encourage applications from candidates of all backgrounds.