



*Ndifuna Ukwazi (NU) is an activist organisation and law centre that promotes the realisation of constitutional rights and social justice through providing organising, research and legal support and representation to poor and working class people, communities and social movements. We work to advance urban land justice in Cape Town through the protection and expansion of access to affordable housing; supporting tenants' rights and security of tenure in both private and public housing; towards building a more just and equal city.*

Based in Cape Town, Ndifuna Ukwazi seeks to appoint an

## **EXECUTIVE DIRECTOR**

The incumbent must be an social justice activist who will head the organisation's team of 18 full and part time staff.

The **Executive Director** will be responsible for the following duties:

- **Strategic leadership** - Leading the development and implementation of NU's strategy in line with NU's vision and mission, and guiding the development of the organisational culture and ethos of NU to reflect the values of justice and equity for which we advocate;
- **People** - supporting, leading and building a diverse and competent team who demonstrate a commitment to NU's mission, vision and ethos;
- **Fundraising and donors** - Maintaining the healthy financial management of the organisation, including fundraising, reporting and building strong donor relationships;
- **Partners** - Building and maintain relationships with NU's strategic partners including community partners, social movements, civil society partners and funders;
- **Key stakeholders** - Maintaining and strengthening NU's profile and reputation with key stakeholders (media, government, civil society, and private sector stakeholders), and representing NU in various forums;
- **Monitoring, Evaluation and Learning** - Ensuring consistent monitoring, evaluation and learning in relation to NU's work, strategies and impact;
- **Governance** - Ensuring effective engagement with Ndifuna Ukwazi's Board of Trustees; and
- **Risk management** - Ensuring that financial and capital resources are efficiently managed and that the organisation is financially sustainable.

The **Executive Director** should possess the following:

- Degree-level education (with a substantial understanding of the political, economic and socio-legal context of NU's work);
- At least five to seven years' experience with experience in senior management
- A demonstrated commitment to advancing social justice.
- A record of leadership abilities, including:
  - Experience relating to financial and funder management;
  - Experience in managing projects from conceptualisation through to implementation and completion;
  - Strong human resource management skills; and
  - The ability to build the internal capacity of the team and provide support in a collegial environment.
- Excellent oral and written communication skills in English (fluency in other South African languages will be an advantage).
- Excellent interpersonal skills, including an ability to easily relate to, and work with people across race, class, gender and age
- Residing in or willing to relocate to Cape Town.

Preference will be given to candidates with:

- Experience in, or familiarity with, land and housing rights; and
- Experience in a social justice, activist or similar civil society organisation.

Ndifuna Ukwazi conducts its recruitment processes with a commitment to transformation and equity and offers a salary commensurate to experience and qualification.