

Vacancy: Head of Programmes - Hazyview, Mpumalanga

Closing Date: 29 February 2020

Good Work Foundation is seeking applications from qualified candidates for the position of **Head of Programmes** based in **Hazyview, Mpumalanga**, with significant travel across GWF offices in South Africa.

I. JOB SUMMARY

As a member of the senior leadership team, the Head of Programmes will report directly to the CEO and will be responsible for collaborating with the Board and Executive Committee on the long-term strategic vision of our award-winning organisation. More specifically the Head of Programmes will lead the programmes team, growing innovation and identifying opportunities for maximising impact. The incumbent will also work with key industry partners to open up more ways of reimagining a new way of learning and working for the future of Africa and beyond.

II. ROLES AND RESPONSIBILITIES

1. Building and Growing Innovation & Programme Capabilities

- Work with Programme Managers to refine, elevate and innovate existing programmes
- Nurture organisational and programmatic capabilities, including technical and people-driven, that ensure a steady stream of high impact innovations
- Ensure GWF is successful in implementing its programmes and innovations in a timely, scalable and measurable way
- Ensure deployment of efforts (quality and quantity) to progress projects listed in programmes portfolio, within budget
- Build a well-balanced innovation roadmap that maximises social return on investment and impact according to GWF's mission and vision and is understood and endorsed by key stakeholders including executive leadership, employees, donors, partners and stakeholders. The roadmap will help to move GWF in a direction that addresses short-term needs in the context of its long-term strategic vision
- Engage the GWF Board and Executive Committee on programmes & innovation
- Strengthen GWF's ability to demonstrate its impact in the community
- Manage the Monitoring, Evaluation & Learning (MEL) of all programmes

2. Driving New Growth & Collaboration Opportunities

- In line with GWF's long-term strategic goals, identify, prioritise, develop, and launch new programmes, initiatives and external partnerships and alliances
- Proactively facilitate identification of opportunities for the next 2-5 years
- Actively engage with potential partners in government, business, philanthropy, and education
- Build, enhance and grow an innovation ecosystem that extends from our nonprofit organisation into our vision for sustainable social enterprises

3. Championing Strategy & Innovation

- Hold the organisation accountable to its strategic focus areas, its compelling future-state vision, coordinating ongoing transparency against strategy checkpoints and long-term impact goals
 - Evangelise innovation internally and externally, establishing GWF as a thought leader
 - Use innovation to differentiate the organisation in the market, providing unique value to beneficiaries and building long-term relationships with partners and donors
 - Increase discovery outcomes by encouraging multidisciplinary and multidepartment collaborations
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III. QUALIFICATIONS & EXPERIENCE:

- Relevant Degree
- At least five years' experience in a senior leadership position
- Hybrid Background: Experience identifying and evaluating programme opportunities in the business sector as well as the non-profit sector
- Experience in programme management: Fluency with programme management, design, monitoring and evaluation, including the management of at least four Programme Managers. An understanding of the South African school and tertiary education industry will be beneficial
- Proven history of identifying and negotiating partnerships that create a robust ecosystem of collaborations that strengthen the mission and vision
- Entrepreneurial DNA: Proven track record of bringing ideas from growth stage to maturity
- Leadership: Proven ability to work with a wide range of senior leaders from various industries, as well as political savvy
- Demonstrated ability to propose and encourage new ideas, gain support from an organisation and manage key risks and resources.
- Exceptional relationship-building abilities and a strong track record in working across sectors as well as in a multi-stakeholder landscape.
- Open-minded and able to develop relationships build upon trust; ability to develop effective coalitions; collaborative but decisive.
- Strategic acumen to dispassionately assess and resolutely choose among strategic options
- Passion for innovation and education: Energised by the new and unknown; innate curiosity; and thirst for knowledge

IV. HOW TO APPLY:

Interested candidates who meet the criteria above are encouraged to send their application letters and detailed CVs to Hr@goodworkfoundation.org by **29 February 2020** quoting the job title “**Advert: Head of Programmes**” as the subject line. All applications must be accompanied by a CV with daytime telephone contacts and contact details of three referees. Only shortlisted candidates will be contacted.

PLEASE NOTE THIS VACANCY IS SUBJECT TO THE BELOW

- Applicants must have the right to legally work in South Africa
 - The employer reserves the right to vary the specifications of the advertised position
 - The employer reserves the right not to make an appointment
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