Leadership is a process of inspiring and engaging others to move together in a particular direction and to achieve a desired goal collectively. Conscious leaders are citizens who activate and sustain this process for the benefit of their organisations, wider communities and their countries as a whole.

To effectively tackle the dysfunction that characterises the education sector in South Africa, and to formulate viable, sustainable solutions to this critically important challenge, we believe that there is a strong need to develop conscious leaders to drive the change that is sorely needed in public education and other sectors in South Africa.

Since its inception in 2010, Symphonia for South Africa NPC (SSA) has had the privilege of leading a powerful movement to mobilise active citizenship, cross-sectoral collaboration and leadership around the critical issues facing South Africa. To date, the organisation has focused predominantly on education, primarily through its flagship programme, Partners for Possibility (PIP). The PIP programme is a multi-faceted nation-building initiative that seeks to create conscious leadership by encouraging cross-sectoral collaboration, mobilising communities and building eco-systems around under-resourced schools.

As SSA enters its tenth year, we wish to progress our vision for strategic and systemic impact in education and beyond by recruiting a passionate, strategic, resilient and determined Sustainability Lead, who will be responsible and take ownership of fundraising and lead a long-term strategy to increase and sustain targeted organisational support.
WE ARE LOOKING FOR SOMEONE:

- Willing to be on a steep development curve and work with a sense of urgency to achieve our collective dream: quality education for all OUR children
- Who has strong organisation, collaboration and coordination capabilities
- Who identifies with the PfP leadership development model and philosophy and shares the ethos and values of SSA
- Willing to ‘figure stuff out’, given that PfP is doing something that has never been done anywhere else in the world (with no manuals and ‘best practice’ to fall back on)
- Whose immediate response to a challenge is to say ‘Yes, let’s find a way,’ rather than to find reasons why something can’t be done
- Who approaches challenges with a sense of curiosity, takes time to think, invites others to contribute to solving the problem at hand before coming to a conclusion and decision on the way forward
- With passion, energy and a strong network - a South African who feels comfortable in groups and would be happy to attend and present at networking events to engage people in our work
- With a spirit of abundance and generosity
- With a high EQ and low sense of self-importance.

COLLABORATION: AT THE HEART OF WHAT WE DO

The concept of collaboration remains at the core of SSA’s work, and we relish every opportunity to continue exploring the many dimensions of collaboration.

We strongly believe that collaboration is a deeply human activity and that a key indicator of an organisation’s strength is the capacity and tendency of its people to collaborate. One of our goals, therefore, is to operate as part of a wider network of collaboration partners. This feeds firmly into our belief that addressing the South African education crisis requires a multi-faceted partnership approach and the development of multiple strategic eco-systems.

PfP’s bold and audacious vision is quality education for all children in South Africa, and we remain steadfast in our mission to support the radical transformation of education outcomes within the next decade by empowering school principals to become change leaders in their school and communities. Our immediate goal is to reach 2,000 under-resourced South African schools by 2020.

It is with this in mind that SSA seeks to employ a strategic, innovative Sustainability Lead to work closely with the national leadership team and colleagues to develop the fundraising strategy for SSA and to enable achievement of the programme’s goals and objectives. A core focus will be on the PfP programme, with the possibility of expanding to other SSA initiatives in the future.
PURPOSE AND PRIORITIES

The main purpose of the role will be to develop, accelerate and expand a diverse range of income and support streams for the PfP programme while developing the organisation’s partnerships and supporting stakeholder relationships to achieve long-term sustainability and scaled impact. This will require a comprehensive understanding of SSA and PfP and the multi-faceted approach and philosophy that underpins the programme.

The Sustainability Lead will report to the PfP Programme Director and SSA CEO.

ROLE SPECIFICATION

Vision and Values

- Alignment with the vision and mission of PfP
- High expectation of self and others and an unwavering commitment to living the values of SSA.
DEVELOPMENT AND STRATEGY

- Take ownership of and increase financial and partnership support for SSA initiatives and organisational development to support long-term growth and continued programme success, including supporting the PfP Programme Director with programme-specific partnerships.
- In collaboration with the SSA CEO, PfP Programme Director, and the PfP leadership team, develop and implement a board-approved three-year development strategy that reflects a dynamic approach to diverse and meaningful income generation. This should include short, medium and long-term income generation plans that enable programme development and reflect the programme’s vision, strategy and trends in the current restricted and unrestricted support base.
- Develop, implement and achieve targets set out in a three-year fundraising and development plan reflecting quarterly and annual income growth activities, milestones and targets, and clear budget/resource requirements. This will require the management of existing income streams and the establishment of new ones to develop a diverse range of local and international income-generating opportunities, and may include, but is not limited to:
  - Continued development and refinement of corporate partnerships to establish a sustainable base of long-term corporate partnerships and a diversity of corporate income streams
  - Developing long-term major donor engagement initiatives and/or major donor events
  - Managing and improving relationships with trusts, foundations, international agencies and other institutional funders
  - Identifying, cultivating and establishing secure international (including Europe and North American) donor and income streams
  - Establishing a portfolio of individual donors (mid and major, revenue and in-kind)
  - Project or campaign-specific fundraising events
  - Exploring digital technology opportunities to raise funds and increase income
  - Community fundraising
  - Identifying additional income streams and opportunities to secure support for SSA
- Create and present pitches and proposals, draft or approve funding applications and proposals, and manage a portfolio of dynamic case studies and references to support ongoing proposals.
STAKEHOLDER ENGAGEMENT

- Collaborate with the PfP Programme Director, SSA CEO and relevant teams to establish processes and systems within and complementary to the SSA organisational framework to support fundraising activities and strategic development. This may include volunteer recruitment to support fundraising activities.
- Establish and manage donor network, relations and prospect development processes including due diligence and feasibility:
  - Ensure that research and due diligence (including feasibility, prioritisation and potential reputational or capacity-related risks) is conducted on potential donors and partners.
  - Consolidate and develop a database of international and local donors and prospects including up-to-date contact records and donor reporting and communication requirements.
  - Systematically and regularly research, record and prioritise prospective donor parameters, needs and preferences to determine organisational positioning.
  - Build relationships and maintain contact with high net-worth and high-profile individuals and other key prospective supporters.
  - Manage and develop existing donor relationships and regularly establish relationships with new potential supports.
  - Develop and implement donor servicing processes in line with identified donor and fundraising categories, establish specific activity goals for all phases of the donor/prospect life-cycle (eg. cultivation, solicitation, closure and stewardship).
  - Ensure that all donor reporting and communications are carefully curated and delivered to strengthen SSA’s donor relations and brand.
  - Attend networking, industry and other relevant events and meetings with supporters and prospects.
COLLABORATION

- Support communications and positioning of the brand for successful development
- Provide preliminary or contextual copy and briefs for marketing materials such as flyers and brochures, digital campaigns, website content relating to development strategy and activities, and edit and approve fundraising and development related content
- Collaborate with relevant teams to leverage technology, digital platforms, social media and online communities to support fundraising activities, donor relations, recruitment of supporters, brand positioning and overall audience engagement
- Collaborate with other organisations and groups within the SSA stakeholder community to build partnerships and enhance or identify income generation opportunities
- Collaborate with the SSA CEO, PFP Programme Director, Stakeholder Engagement Lead and Communications and Marketing Lead to assess and determine stakeholder segmentation and plan effective communications and prospect/donor engagement. This may include creating development-focused story-telling content and new ways to showcase impact, and developing case studies and campaigns
- Collaborate with the communication and stakeholder engagement teams to ensure the organisation and its programmes remain relevant and are positively positioned in the media and with all external stakeholders and communities.
- Support the CEO in developing fundraising intent and capability and donor engagement at board and PFP Trust-level
- Produce and present quarterly and annual fundraising and development reports to the SSA Board, PFP Trust and leadership team
- Collaborate with the monitoring and evaluation and communication teams to provide relevant input into PFP and/or SSA annual reports, impact reports and other publications
- Work closely with the communication, events, and stakeholder engagement teams to identify opportunities for corporate fundraising and donor servicing activities, plan and implement fundraising events in line with the development plan, and create an internal calendar of events
- Work closely with the leadership team and CEO to provide development-focused leadership to the organisation and input to overall organisational strategy, collaborate to influence organisational culture and encourage a positive overall approach to donor relations and development
- Collaborate with development and strategy consultants or contracted team members on relevant strategic initiatives or development activities
- Develop and motivate an efficient, engaged fundraising team and/or internal committees.
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<th>Area</th>
<th>Specification</th>
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<td><strong>Education</strong></td>
<td><strong>Must have</strong></td>
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<td>Academic qualification, e.g. bachelor’s degree</td>
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<td><strong>Leadership and work experience</strong></td>
<td>At least four years of resource mobilisation and fundraising experience (integrated sales and business development with social impact sector experience may be considered)</td>
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<td>Demonstrable experience of corporate, major gift and international fundraising</td>
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<td>At least two years of management experience</td>
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<td>Significant experience of working in a development or third-sector organisation or on social impact initiatives</td>
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<td><strong>Culture</strong></td>
<td>Ability to work in a cross-cultural setting.</td>
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<td><strong>Fundraising and financial skills</strong></td>
<td>Proven skills in fundraising, negotiation, organisation and analysis, including the ability to interpret financial information and manage data and budgets</td>
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<td>Experience of working with sensitive information and ability to exercise discretion and maintain strict confidentiality</td>
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<td><strong>Relationship management</strong></td>
<td>Ability to relate to, build relationships with, and collaborate with donors, volunteers, colleagues, board members and external stakeholders; demonstrated capacity to operate at a strategic and operational level</td>
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<td>Networking and significant experience with high-profile networks</td>
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<td><strong>Communication</strong></td>
<td>Strong communication skills: ability to write well, speak and present to groups of people</td>
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<td><strong>Innovation</strong></td>
<td>Self-motivated and resourceful, innovative and able to work with considerable independence within the context of a team environment and a network of relationships, able to work effectively remotely</td>
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<td>Flexible and quick thinking with the ability to make sound decisions under pressure</td>
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<td>Ability to deal with ambiguity and complexity and work in situations where there are no clear-cut answers.</td>
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<td>Ability to work in a virtual environment, understanding how important it is to give feedback to your colleagues in other parts of the country when you don’t see them regularly</td>
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<td>Digital skills: be familiar and comfortable with technologies for development and fundraising</td>
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<td><strong>Personal qualities</strong></td>
<td>Passion, integrity and commitment</td>
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<td>Excellent interpersonal skills</td>
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OUR PURPOSE: SYMPHONIA FOR SOUTH AFRICA AND ITS FLAGSHIP PROGRAMME, PARTNERS FOR POSSIBILITY

In pursuing its mission to mobilise active citizenship around the significant issues facing South Africa, SSA has launched a number of programmes and initiatives that contribute to developing leadership capacity, reducing inequality, and ultimately creating a better future for all South Africans.

PFP is an internationally recognised, award-winning leadership development initiative with a difference. The PFP team is passionate about and committed to developing conscious, resilient leaders through an extraordinary, action-based process that breaks down barriers, connects people and inspires change.

This unique programme partners business leaders with principals from under-resourced schools in a year-long, collaborative and highly practical journey. The process is designed to develop leadership skills along with greater awareness and understanding of the challenges that face South Africa and how these challenges can be addressed.

Enriched and empowered by this process, PFP leaders radiate renewed positive energy and confidence that inspires change. PFP leaders have a sustainable impact that goes far beyond the boardroom or classroom. The effects of this programme ripple out, reaching thousands of individuals in multiple communities, making a tangible difference in South Africa.

OUR MODEL OF CHANGE

The PFP programme engages business leaders in a challenging hands-on experience within an educational environment that is fraught with complex challenges that require skilled leadership. Through partnerships with business leaders, the programme empowers principals with the skills and knowledge to lead change and mobilise communities around their schools. The programme works by asking partners to effect change collaboratively at four levels in the school environment:

- The school principal
- The school management team
- The teachers
- The parents and community.

OUR PERSONALITY

- Compassionate, inclusive and authentic
- A relentless focus on relationships, possibility, generosity and abundance
- Treating others with radical respect by creating ‘thinking environments’ for each other and listening with ‘delicious attention’
- Warmth and care, along with shining eyes and the willingness to take responsibility for situations, making people long to be part of our group of nation builders.
**HOW TO APPLY**

- The closing date for this position is 3 January 2020.
- This is a permanent position with a 3-month probation period and will be based in Johannesburg or Cape Town.
- This is a full-time role with a negotiable package aligned with the non-profit sector.

**APPLICATION REQUIREMENTS**

Your application should comprise:

- A cover letter, no longer than three pages, outlining your motivation and relevant experience for the role. The cover letter should also include the names of three referees. Please note that these referees will not be contacted until late in the process and with your prior agreement. Your application and the names of referees will be held in the strictest confidence.
- A full CV, including educational and professional qualifications, a full employment history showing your more significant positions, responsibilities held and relevant achievements.
- Applications should be sent to Dorcas@Symphonia.net
- Please ensure you include **Sustainability Lead** in the subject line.

**Recruitment Process**

- All applications will be acknowledged, but only shortlisted candidates will proceed to the next stage of a first panel interview
- A competence exercise and referee contact will be undertaken
- Final rounds of interviews will take place with a second interview panel and thereafter the CEO.

**PLEASE NOTE:** An application will not in itself entitle the applicant to an interview or appointment. Applicants who do not meet the minimum requirements will be automatically disqualified for consideration. Symphonia for South Africa reserves the right not to fill the position.