



Conquest For Life
Improving the quality of life

Role: Centre Manager position

Reporting to: CFL Board of Directors

Opportunity closing date: 28 June 2024

Opportunity type: Employment

Location: Johannesburg

Conquest For Life was established in 1995 in Westbury, a township 8km west of Johannesburg. A group of young people came together to initiate innovative approaches to complex problems facing their community and, in doing so, make a difference in the lives of their family and friends. The Organisation has expanded its Westbury facilities by opening four new branches in other disadvantaged communities, i.e., the communities of Soweto, Ennerdale, Orange Farm and Mautse / Rosendal in the Free State.

Conquest for life seeks to appoint a Chief Executive Officer to be based in Johannesburg . Candidates must be willing to take on the role for a minimum period of 4 years, starting in May 2024 or as soon as possible thereafter. The purpose of this position is to lead Conquest for life in Vision and Strategy, People and Culture, Growth of Partnerships and Funding; as well as Organisational Development and Financial Management.

Key Responsibilities:

- Strategic Direction: Formulate and execute Conquest for life's long-term strategy, vision, mission, and objectives to align with the broader goals of maritime regulation and broader industry development.
- Stakeholder Engagement: Play a leading role in the lobbying of the shareholder (Department of Social Development), national and international government agencies, partners, operators, and other stakeholders to promote collaboration and the creation of an environment that is conducive to the development of the Organization.
- Set and manage Conquest for life's objectives in terms of the Shareholders' Compact entered into with the Executive Authority.



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Vision and Strategy:

- Together with the Board, carry out the vision and mission of the Organisation by portraying a clear and compelling vision for CFL role and voice as an agent for change in order for our beneficiaries to thrive through education, life skills, and psycho-social support.
- Develop both long term (4 years) and yearly strategic plans for the organisation, refreshing and updating the organisation's strategy against new insights and developments, with a focus on scaling the mission.
- Ensure excellent programme delivery by following best development principles, implementing systems, defining the Theory of Change for each programme, and building cohesion across the broader organisation.
- Take overall responsibility for implementing strategy by monitoring, evaluating, and reporting progress to the Board and other key stakeholders, and getting Board approval for each year's annual plan.

People and Culture:

- Manage, lead, develop, align and empower the CFL team, ensuring that they have the resources, training and support necessary to excel together as a team and in their roles as functional leads.
- Inspire staff with bold vision and clear measurable progress against strategic priorities. Represent, nurture, and protect organisational culture and values, ensuring yearly checks on culture are being done and recommendations for improvement are being made.

Growth of Partnerships and Funding:

- Engage in fundraising and increase CFL funding income by giving leadership to resource development (fundraising) strategy and being an ambassador for Conquest for life .
- Personally, hold Board and other key partner relationships.
- Hold key donor relationships for all programmes.
- Ensure good overall partner relationships with communities, networks and programme partners.
- Support programme leaders in key donor and other relationships.



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Organisational Development:

- Oversee organisational support functions (e.g. IT, HR, Ops, Fundraising, Programmes, Finance) to ensure the sustainability and development of the organisation in line with the strategic plan.
- Give appropriate attention to and executive oversight of the finances, applying strong budget management and business acumen.
- Ensure excellent stewardship of finances and keep the finance committee up to date on key financials.
- Ensure governance, administration and effective board communication.
- Ensure good performance management systems are in place.
- Evaluate and manage financial, operational, and reputational risks, having a risk management system in place to ensure that the organisation meets all legal and regulatory requirements.
- Ensure governance and compliance to legislative requirements for the NPO.

Requirements:

- Be able to express CFL's core values in both your professional and personal life.
- Be a servant leader who brings out the best in the team.
- Be an excellent communicator – able to influence externally, cross culturally; Be a great team builder, making excellent hires and then empowering staff to grow in their expertise and authority.
- Be a gifted strategist, bringing clarity across the Organisation by defining and measuring clear objectives; Hold yourself and others to the highest standards of excellence and accountability.
- Be a consultative listener who is also confident to bring decisiveness when required.
- Be highly relational, always finding the balance between focus on relationship and getting the job done.
- Have the maturity to engage in hard conversations and healthy, constructive conflict when needed.
- Be able to work effectively with the Board of Directors.
- Be a person who sees change as an opportunity to improve and handles it effectively.
- Be a seasoned cross-cultural leader in the context of South Africa.
- Be pragmatic and willing to roll up your own sleeves and to lead by example.
- Be a visionary leader, knowing where to take the Organisation next, being able to create a clear and compelling picture of the best future for the organisation.



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Qualifications and Experience:

- Relevant Tertiary Qualification (Post graduate qualifications preferred).
- Minimum of 4 years leading a team of senior managers
- Experience in leading organisational change
- NGO work experience/exposure
- Experience in developing and implementing strategies
- Worked cross culturally in South Africa
- Managed stakeholder relationships
- Experience in managing budgets and exposure to financial processes
- Significant experience fund raising
- Has experience in (some of) CFL s strategic areas: Youth Empowerment Program and Youth at Risk.

Skills and Additional Competencies:

- Track record of innovation
- Publicly represented an organisation or cause
- Passion for Social Justice through Education Advancement demonstrated through background/experience
- Business model experience
- Marketing/Resource Development experience.

To apply, submit CV, qualifications, and cover letter, no longer than three pages, outlining your motivation and relevant experience for the role to info@conquest.org.za by no later than 28 June 2024. The cover letter should also include the names and contact details of three contactable referees, as well as your recent salary package and your earliest availability.

Please quote the source of this advertisement in your application – NGO Pulse

For more about CFL, refer to <https://www.conquest.org.za> / 011 4731651

LOCATION: HEAD OFFICE, Johannesburg (Gauteng)