



DIRECTOR VACANCY

For over 44 years, The Homestead has worked to ensure that no child has to live, work or beg on the streets of Cape Town. Through prevention and early intervention services, residential care, transitional support and family reunification programmes, we are committed to restoring dignity, safety and opportunity to vulnerable children and youth.

We are seeking an experienced, compassionate and strategic Director to lead the organisation into its next chapter.

Reporting to the Board of Governors, the Director will provide overall leadership for the organisation, ensuring financial sustainability, operational excellence, effective governance and, above all, that the best interests of children remain at the centre of all decision-making.

Key Responsibilities:

Strategic Leadership

- Lead the implementation and development of the organisation's strategic plan.
- Promote a culture that is child-centred, values-driven and impact-focused.
- Identify opportunities for growth, innovation and sustainability.

Fundraising and Resource Development

- Oversee the fundraising and resource development unit.
- Assist with leading fundraising strategies, grant applications and donor reporting.
- Strengthen The Homestead's visibility, partnerships and external profile.

Governance and Compliance

- Support and work closely with the Board and its Committees.
- Ensure compliance with the Children's Act, Department of Social Development requirements, NPO legislation, PBO regulations, SARS, and all statutory obligations.
- Oversee annual reporting, audits and governance processes.

Financial Stewardship

- Ensure sound financial management and organisational sustainability.
- Lead annual budgeting and financial planning processes.
- Monitor cash flow, reserves and financial performance.

Programme and Operations Oversight

- Provide leadership and support to programme managers and operational teams.
- Ensure that programmes are effective, compliant and responsive to the needs of children and families.
- Foster a culture of continuous improvement and accountability.

People Leadership

- Lead, mentor and develop a multidisciplinary management team.
- Promote staff wellbeing and organisational culture.
- Drive succession planning and organisational development.

Advocacy and Representation

- Serve as an ambassador for The Homestead.
- Build and maintain relationships with government, civil society, donors, communities and sector networks.
- Advocate for the rights and wellbeing of vulnerable children and youth.

Minimum Requirements

- A relevant postgraduate qualification in Social Sciences, Development Studies, Public Administration, Business Administration, Nonprofit Management or a related field.
- At least 10 years' senior management/executive experience, preferably within the nonprofit, social development or child protection sector.
- Demonstrated experience in fundraising and donor relationship management.
- Strong financial management and strategic planning capabilities.
- Experience working with Boards and governance structures.
- Sound understanding of the South African child protection, safeguarding and nonprofit regulatory environment.
- Exceptional communication, stakeholder engagement and relationship-building skills.

Personal Attributes

We are seeking a leader who:

- Leads with integrity, humility and empathy.
- Is strategic.
- Values collaboration and teamwork.
- Builds strong relationships across diverse stakeholders.
- Demonstrates resilience, sound judgement and emotional intelligence.
- Has a deep commitment to children's rights and social justice.

Above all, The Homestead is seeking a servant leader who combines strategic thinking with compassion and who is committed to ensuring that every child has the opportunity to heal, grow and belong.

Location: Cape Town, South Africa

Interested candidates must submit a motivation letter highlighting your suitability to the role and an updated CV with contact details of three work-related referees to MaraisButton & Associates.

Email: annelie@maraisbutton.co.za

Closing date: 7th July

Contact will only be made with shortlisted candidates