



## Vacancy Chief Executive Officer

SCOUTS South Africa (SSA) is an independent, non-profit educational movement dedicated to the development of young people in achieving their full potential as individuals and responsible citizens. Central in this programme is a continuous transference of values such as honesty, loyalty, responsibility, respect; all aimed at governing individual behaviour and the development of strong leadership skills that will equip members to be of service to others and to their communities. Given current societal developments, SSA's vision is "to create a better South Africa by giving a million young people an opportunity to live the Scout Experience".

The Scout programme is delivered to more than 90,000 children and youth (boys and girls) aged between 5 and 17 years throughout South Africa. Members aged 18 to 30, can then further progress into the SSA young adult development programme.

SSA is looking to recruit a Chief Executive Officer ("CEO"). This is a permanent appointment.

### Role Purpose

The CEO will lead, coordinate and oversee the administration of the organisation. The CEO reports to the Scout Board and the Chief Scout and will be based in Cape Town, South Africa.

### Characteristics

The role calls for an individual with natural leadership and communication skills. SSA is a volunteer organisation, thus the individual needs to understand and commit to a servant leadership model. The nature of the organisation requires the person to have the ability to engage and align members from different social and economic backgrounds to the values and strategic objectives of Scouting. The individual should be a self-starter, solution orientated and committed to good governance.

### Key responsibilities:

- Optimise the operating and financial model of SSA.
- Manage strategic internal and external relationships.
- Generate external funding to sustain the SSA mandate and objectives.
- Responsible for SSA compliance to laws, regulations, by-laws and internal policies and procedures.
- Oversee the property portfolio.
- Oversee financial management of SSA.
- Oversee the retail arm of SSA.
- Responsible for the recruitment, development and performance management of SSA employees.
- Create an environment and culture that focuses on fulfilling the SSA's mission, vision, and principles.
- Monitor SSA's performance by measuring and analysing results, initiating corrective actions, and minimising the impact of variances.
- Maintaining good relationships with the World Organisation of the Scout Movement (WOSM) and the Africa Regional Office and other National Scout Organisations (NSOs).

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- Liaising with a network of Non-Governmental Organisations that strive for the same aim as SSA.
- Liaising with relevant Government departments.
- To attend and arrange logistics for the Scout Board.

## **Key competencies:**

### ***Managerial/Leadership Competencies***

- Strategic thinking
- Planning and organising
- Builds strategic relationships
- Strong/effective verbal and written communication
- Visionary
- Self-starter
- Commitment to transformation
- Solution orientated
- Risk management
- Budget development and management

### ***Behavioural Competencies***

- Analytical ability
- Confidentiality
- Assertiveness
- Problem-solving
- Interpersonal skills
- Drives team success
- Motivator
- Self-awareness

## **Minimum requirements**

- At least 5 years' experience in senior management.
- Degree-level education (NQF 7+).
- Experience with fundraising and partnership development.
- Experience in managing projects from conceptualisation through to implementation and completion.
- Strong human resource management skills.
- An ability to switch effortlessly between immediate priorities, medium-term and long-term strategic thinking.
- 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 relate to, and work with a diverse range of people.
- Residing in, or willing to relocate to Cape Town.

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Being a member of SSA would be advantageous, but not a minimum requirement.

**Email your CV and motivational letter to [cs@scouts.org.za](mailto:cs@scouts.org.za) by 28 February 2022.** Only shortlisted candidates will be contacted. If you have not had communication by 10 March 2022 your application was not successful.



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