



Job Description: No Means No Project Director

Location: Port Elizabeth, South Africa

Designation: Full-Time Staff Member

Salary Range: R50,000 – R65,000/month plus health benefits

Note: A link to this full job description with application instructions can also be found
<https://www.nomeansnoworldwide.org/contact>

Masinyusane, in collaboration with No Means No Worldwide (NMNW), are currently recruiting a South African development professional to lead the rollout of No Means No programming and operations in Port Elizabeth. If you have the capacity and interest to lead a high-profile project poised for massive impact, and you are determined to end the sexual violence epidemic in Port Elizabeth, then this position may be right for you.

Organization Profiles

Masinyusane is a South African non-profit organization based in Port Elizabeth with a mission to create high impact opportunities for children and youth to get a quality education, discover and develop talents, and grow toward their potential in life. We achieve our mission by working in schools to promote literacy and a love of reading for primary school students; by creating employment opportunities for youth; and by helping youth transition successfully from high school to university through provision of critical support with tuition, food, housing, and mentorship.

No Means No Worldwide is an internationally acclaimed non-profit organization whose mission is to end sexual violence against women and children around the world. We train young men and women from high-risk communities to deliver a dual-gender sexual violence intervention system that teaches girls to set boundaries, stand up and defend themselves and boys to challenge rape culture, ask for consent and intervene in attack. Through extensive research led by Stanford and Johns Hopkins University researchers NMNW has [found](#) that our IMpower violence prevention system has reduced incidence of sexual violence by an average of 47% with the girls we teach.

Masinyusane and NMNW are working together to bring desperately needed sexual violence prevention programming to Port Elizabeth, and plan to work with local government and various civil society partners to ensure that young people have the skills and support they need to stay safe.

Position Summary

The NMN Project Director is responsible for ensuring the successful rollout and research of the NMN project in Port Elizabeth and surrounding communities within Nelson Mandela Bay Municipality. As the leader of NMN's work in South Africa, the Project Director will oversee all aspects of the project, including operational, financial, management, strategy execution, performance management and partner engagement. The NMN Project Director will foster excellent collaboration and communication across all departments, ensure clear articulation of strategic growth, and develop and strengthen relationships with funders, local government and other community partners through accountability and transparency. S/he will directly manage the NMN team in Port Elizabeth and provide oversight on the technical and operational matters affecting the



Position Responsibilities

The NMN Project Director will report jointly to the Masinyusane Director and Co-Founder, and the NMNW Leadership Team and will be accountable for the following areas of performance:

Build and Manage the NMN SA Team

- Recruit excellent staff members and volunteers to carry out and manage NMN programs and research in Port Elizabeth (4-5 management and technical staff and 20 local Instructors)
- Ensure that staff and volunteers have the resources, guidance, mentorship, and support needed to carry out NMN SA's mission effectively and to grow personally and professionally
- Build and cultivate a strong team culture that is in line with Masinyusane and NMNW mission and values

Financial Performance & Viability

- Responsible for the fiscal integrity of the NMN project
- Manage project spending within the budget, and generate reports for donors, Masinyusane, and NMNW leadership team
- Work with the NMNW Finance Director and Masinyusane Bookkeeper to manage financial controls and accounting services, such as grant management, payroll, accounts payable and purchasing
- Support budget preparation/review for new funding proposals

Strategy, Execution, and Leadership

- Work closely with the NMN SA staff, Masinyusane, NMNW Leadership Team, and external partners on strategic planning and goal setting for the NMN PE project
- Ensure that all project staff have clear work priorities that align with strategy and mission
- Lead a performance management process that measures and evaluates staff progress against goals for the organization
- Provide effective and inspiring leadership by being actively involved in all programs and partnerships, developing a broad and deep knowledge of all programs

External Relationship Development

- Serve as the lead external representative for the NMN project at meetings, conferences, and presentations
- Identify and cultivate strategic partnership opportunities with local government, schools, local civil society organizations and other stakeholders that could advance programming, visibility and impact of NMN SA
- Manage and cultivate relationships with key donors to ensure NMN SA has the resources needed to succeed



Skills and Competencies Required

- **South African citizenship required**, and in line with our Affirmative Action policies, we are looking for a black person, with a strong preference toward a black female
- Excellent English speaking and writing skills required. Proficiency in both isiXhosa and Afrikaans would be highly advantageous
- **Minimum of 5 years of experience with non-profit management** and a proven track record of effective organizational leadership
- Proven track record having significant responsibility as part of a dynamic NGO with ability to point to specific examples of having led organizational and program development
- Significant experience working within the South African community development context and understanding of the government and NGO landscape in South Africa
- Analytic and decisive decision-maker with the ability to prioritize and achieve results
- Significant understanding and experience with budgeting and fiscal management for non-profits
- Past experience managing human resources, including personnel, compensation and recruiting
- Experience working closely with multinational staff, collaborating partner organizations, and other external stakeholders to achieve ambitious goals
- Experience with overseeing research, monitoring, and evaluation of programming
- Outstanding written and oral communication skills; a persuasive and passionate communicator with strong public speaking skills
- Proactive, flexible and adaptive approach to overcoming challenges and finding solutions
- Passionate about ending sexual violence against women and an enthusiastic commitment to NMNW's mission and approach

Application Instructions

- Email your resume and a cover letter by October 9, 2020 to careers@nmnw.org with the subject line "PE Project Director" and your surname.
- In your cover letter, please explain what interests you about this position and why you think you would be a good fit for it. Please also indicate where you found the advert.
- Candidates that do not meet basic requirements and/or levels of experience will not be considered