



VACANCY – EXECUTIVE DIRECTOR

COUNTRY:	South Africa
LOCATION:	Johannesburg - Gauteng
NGO:	OXFAM SOUTH AFRICA (OZA)
POSITION:	Executive Director
STARTING DATE:	Immediately
REPORTING TO:	Oxfam South Africa Board of Directors
DIRECT REPORTS:	Programs Director, Senior HR Manager-OPS, Chief Financial Officer and PA
CONTRACT PERIOD:	5-year fixed term contract

HOW TO APPLY

If you are a strategic and ethical leader with a passion for advancing social justice and decolonial feminist principles in the sector, you are encouraged to apply by submitting your Curriculum vitae, a motivation letter and three professional referees contact details to niri.santhilal@oxfam.org.za

Please specify in the subject: “**Executive Director Oxfam South Africa Name _surname**”

Applications close on the 2nd of October 2026

Note: Due to the urgency of filling this role, the position is being advertised concurrently both internally and externally. Employees are encouraged to refer suitable qualified and experienced candidates to apply for the position.

WHO WE ARE

OUR MISSION

It is to work at multiple levels of society for lasting solutions, challenging the systems and structures of power which perpetuate poverty and inequality, and intervene in practical ways to end suffering where needed.

The Oxfam confederation works in over 80 countries around the world. Oxfam South Africa is one of the 21 affiliates that make up the Oxfam confederation. We work together to overcome the injustice of poverty. As a confederation, we work together with more than 2,500 partner organisations, as well as allies and communities.

Oxfam SA is part of a global movement for social justice. We are committed to mobilizing resources that can lift people out of poverty; to working with people and communities to build resilience, to saving and protecting lives, to helping people to rebuild their livelihoods; to tackling the inequalities that keep people poor and vulnerable, and to campaigning for genuine, durable change.

Oxfam SA’s work and Code of Conduct are informed by a commitment to equality, dignity and freedom as enshrined in the South African Constitution. All Oxfam SA employees, service providers, grantees and partners are enjoined by our Code of Conduct to treat all people with respect and dignity and challenge any form of harassment, discrimination, intimidation, exploitation, or abuse.

Oxfam South Africa is seeking a visionary, dynamic and entrepreneurial, strategic and mission driven Executive Director (ED) to lead the organization into the future by defining and overseeing the strategic direction and operations of Oxfam South Africa.

About the Role

The incumbent will be required to lead Oxfam South Africa's legal entity and as part of OZA a profit entity strategic, governance and operational plans in collaboration with the Oxfam Board of South Africa, the Executive Leadership team and Oxfam International.

The ED will act as ex-officio member of the Oxfam Board of Directors and will be responsible to keep the Board engaged and appraised on strategic and risk issues. Additionally, the ED will provide leadership with Board and Board sub-committee meetings and preparations thereof with the respective sitting Executive Leadership team members.

The work of the ED will center around the ability to invest and engage internal and external stakeholders who are vital partners in our work and to develop a high-performing, results driven team. Whilst ensuring that our work is underpinned by our Core Values. The ED will be responsible for the organization's growth, transformation, financial sustainability, innovation, and operational functions that will allow Oxfam South Africa to implement its mission, goals, programs, and strategic plans.

The ED will act our primary spokesperson and ambassador for Oxfam South Africa, representing the organization to key stakeholders, Confederation forums, donors, government officials, media, and the public.

As ED, this individual will report directly to the Board Chair and provide leadership and support to the Executive leadership team to allow them to execute their roles and responsibilities effectively.

RESPONSIBILITIES

Strategy and Organizational Leadership

- Work in partnership with Oxfam Board of Directors and Executive Leadership team in setting vision and strategy for the organization and provide leadership and support on governance and risk matters.
- Provide leadership and support to operating areas to set and achieve goals and objectives within their areas of responsibility.
- Build a results driven team and work with the Oxfam Board and Executive Leadership team who may have influence and networks necessary to help achieve the organizational goals.
- Enforce strong core values based on organizational goals and the Oxfam Confederation.

External Engagement and Outreach

- Building understanding of and support for Oxfam South Africa including securing the financial resources necessary for Oxfam South Africa's operations and expansion efforts to grow and ensure the ongoing engagement and support of a sustainable, diversified funding base that will include support from Core Institutional funders, individuals, corporations, foundations, and public funding.
- Cultivate strong relationships with strategic external stakeholders and evolve a partnership strategy for maintaining and growing these relationships.
- Serve as the external face of the organization to strengthen the organization's brand through high impact visits, engagements, and events.

Operations and Resource Management

- Lead and oversee the strategic fiscal management of the organization.
- In collaboration with the Executive Leadership team, assist in the creation of the organization's policies and procedures and ensure enforcement thereof.
- Provide leadership and support to all operational areas, i.e., Programs, Finance, HR, Operations, IT, Fundraising, Communications to ensure organizational stability, statutory and legal compliance to mitigate risk to the organization.

Risk Management:

- Identify, assess, and mitigate risks to the organization's operations and projects, ensuring that Oxfam South Africa remains resilient, effective, and sustainable by periodic reviews and monitoring of the risk management framework to inculcate a culture of accountability.

Desired Skills

- Strategic Planning
- Executive Management
- Profit and Loss Management
- Business Planning
- Strategic Leadership
- People Management

Qualification and Experience

- A master's degree in social science, development, or related discipline.
- At least 10 or more years working at senior leadership level for non-profit management experience.
- At least 10 years of experience in executive leadership position setting and developing strategies and leading teams with high diversity.
- Proven record of successful leadership and management of complex, change oriented and ground-breaking organizations.

Other

- The successful candidate must be willing to travel nationally and internationally as organizational requirements.

SELECTION PROCESS

CVs will be screened and shortlisted in line with specified the job requirements. Only candidates who are selected for an interview will attend a face-to face interview and selection process. Interviews will take place in Johannesburg and travel costs will be for the candidate's account.

Final shortlisted candidates will undergo a psychometric assessment process.

Note: All offers of employment will be subject to satisfactory references, including qualification, ID, work permit, criminal record screening checks.

We would like to take this opportunity in advance to thank all those who may apply.

Oxfam South reserves its right not to fill this position.

For more information about Oxfam South Africa visit our website <https://www.oxfam.org.za/>