



Title: Managing Director, Grassroot Soccer South Africa
Location: Johannesburg, South Africa
Reports to: Regional Director, Southern Africa
Conditions: South African citizens preferred; work permit for South Africa required.

Overall Description: The Managing Director (MD) Grassroot Soccer (GRS) South Africa is responsible for programme delivery, operations, and impact demonstration in South Africa and holds a critical position on the Grassroot Soccer Global Senior Management Team (SMT). The Managing Director works collaboratively with GRS senior leadership in building, leading, and directing her/his impact team to contribute to Grassroot Soccer's global mission and 5 Year Strategic Plan.

Grassroot Soccer (GRS) is a rapidly growing adolescent health organisation that leverages the power of soccer to educate, inspire, and mobilise at-risk youth in developing countries to overcome their greatest health challenges, live healthier, more productive lives, and be agents for change in their communities. Since 2002, GRS has reached over 2 million young people in 50 countries with life-saving HIV prevention and sexual and reproductive health information and services. Grassroot Soccer is looking to significantly scale its impact via partnerships over the next five years, and reach over 1 million young people annually.

Grassroot Soccer South Africa (GRS SA) was founded as a local affiliate of GRS Inc. in 2006. It is registered as an NPO with a local Board of Directors. GRS SA has an annual budget of R30 million and operates in 6 provinces in South Africa, directly implementing programmes in 3 provinces (Gauteng, Western Cape, Mpumalanga) and working in partnership with other implementing organisations in 3 other provinces (Kwazulu Natal, Northwest, Free State).

Position Summary: The Managing Director (MD) is a seasoned manager with 7+ years' experience implementing, overseeing, and managing health and/or education programmes and teams in a comparable geographic context. The Managing Director is a skillful people manager with demonstrated expertise in all aspects of project and programme management – s/he is a teambuilder and a delegator, and has demonstrated success in developing systems, mentoring staff, and holding individuals accountable. The successful MD is a resourceful manager with good interpersonal skills, excellent judgment, outstanding problem-solving abilities, and a collaborative approach to building partnerships and relationships internally and externally.

In addition, s/he thrives within a matrixed organisation, which requires consulting, collaborating, and soliciting input across the global organisation to achieve the GRS mission.

Responsibilities:

Programme Delivery and Excellence

- The MD is ultimately responsible for building a team that can deliver excellent programmes in line with her/his country strategy and Grassroot Soccer's 5 Year Plan

Educate. Inspire. Mobilise.



- This will require the MD to closely monitor and ensure programme quality and demonstrate fluency in routine programme monitoring, evaluation, research, and grant management
- The MD must build a team that can deliver excellence in all modes of GRS programme implementation:
 - Direct through GRS staff and Coaches
 - In consortium with partners
 - Indirect through GRS implementing partners
- The MD must be aware of and adhere to grant and project requirements in line with donor expectations, coordinating closely with the Global Business Development team
- The MD should drive programme improvement through periodic reviews of routine monitoring data, research, and evaluations (internal and external)
- The MD must work closely with the GRS Functional teams (Business Development, Monitoring & Evaluation, Curriculum, Partnering Strategy, Marketing & Communications) to ensure organisational strategy, evidence-based practices, research findings, and lessons learned are documented, applied, and tracked for programme improvements, effective grant management, organisational learning, and achievement of impact

Operations, Financial Management, and Human Resources

- The MD must ensure strategic, efficient and fiscally responsible use of organisational resources for optimal impact and sustainability
- Develop and effectively implement annual strategic workplans with input from Global Functional Teams, the approval of the Regional Director, and adherence to organisational policies
- Develop, seek approval for, and implement annual budgets in accordance with grant commitments, Global and national strategies and priorities, with the approval of the Global Finance team
- Recruit, mentor, and retain a high-quality team to support key organisational functions: programmes/grant management, finance, monitoring & evaluation, and business and partnership development
- Drive a performance-based culture of excellence and accountability
- Oversee maintenance and implementation of policies that represent best practice and align to local laws, legal frameworks, and regulations, including those related to child protection, gender equity, and sexual harassment. Ensure these policies are documented and kept up to date, with support from the Global Director of Operations
- Manage GRS SA's local registration and governance, including adherence to local board development and management requirements

External Relations, Partnership Cultivation, and Business Development

- Develop and implement national strategies for government influence, integration, and adoption of GRS programmes and/or approach
- Cultivate and manage relationships with government agencies, INGOs, CBO/FBO, research institutions, UN agencies, and other international development partners to explore and build a pipeline of strategic partnerships and new business



- Work collaboratively with the Global Business Development and Partnering Strategy teams to assess and respond to relevant funding and partnership opportunities (Go-No-Go decision-making)
- Promote and operationalize showcasing opportunities with support and input from the Partnering Strategy, Fundraising and Business Development teams for high priority donors and partners
- Contribute to and inform national strategies through the generation and dissemination of strategic information
- Maintain excellent relationships with high value donors, partners, businesses, and other relevant stakeholders.
- Uphold GRS's excellent reputation and manage reputational risk by proactive gap analysis, risk identification, and escalation to appropriate teams for mitigation planning and support
- Ensure simultaneous alignment of Grassroot Soccer's global and national or sub-national strategies and priorities through frequent reporting on trends and demands from national-level stakeholders
- Represent GRS at global, national, and local events and be able to speak on behalf of the organisation as a whole

Qualifications:

- 10+ years managing programmes and/or operations in a national or multinational nonprofit
- At least 5+ years in a senior management position
- Experience overseeing implementation of organisational or programme budgets of at least R15 million annually
- Demonstrated experience working with a range of different stakeholders (e.g. global headquarters, prime partners, ministry officials, local boards and programme teams)
- Willingness and ability to travel (approximately 30% of time)
- Excellent written and oral English communication skills

Ideal candidate should have exceptional skills in the following:

- Inspiring and leading teams while holding them accountable for results
- Proactively managing programmes and projects and ensuring challenges are attended to before they become problems
- Managing change and complexity in a growing organisation
- Building relationships with wide range of staff and partners, and operating within diverse social and cultural contexts, often virtually, over multiple continents and time zones
- Communicating effectively, both oral and written, with wide range of external and internal stakeholders (e.g. Ambassadors, Ministers, Civil Society leaders, board members, senior leadership, staff, young people)
- Ability to see and tell stories from numbers in budgets and programme data
- Maintaining oversight over a large range of programmes, projects, and partnerships while ensuring effective prioritisation of time and effort



Ideal candidate should demonstrate the following traits:

Successful leaders at Grassroot Soccer are bold, yet humble. They are passionate about the mission of Grassroot Soccer, and understand their role on the Grassroot Soccer team to achieve its mission.

Day to day, they are....

- **Proactive:** can anticipate both opportunities and obstacles and take action
- **Professional:** level-headed; ability to de-escalate difficult situations, behave exceptionally, and manage/minimize distractions
- **Problem Solvers:** comfortable with ambiguity, can creatively unlock bottlenecks and turn problems into opportunities

...they demonstrate lots of...

- **Common Sense:** prioritizing the right things at the right time; making good, quick, informed decisions balancing multiple issues and points of view
- **Self-awareness:** know where one's blind spots are, recognize differences, and build a team to complement one's skills and weaknesses

...and a strong bias for...

- **Follow-through and Outcomes:** deliver results, not just create lots of activity
- **Treating People Well:** empathetic, kind, great listener, yet can make tough decisions and hold oneself/others accountable

To Apply: Please submit a CV and cover letter to jobs@grassrootsoccer.org. Title the email "Managing Director SA". Only short-listed candidates will be contacted.

Application Deadline: 31 August, 2019