



OXFAM SOUTH AFRICA NON-EXECUTIVE DIRECTORS

Appointment Details Brochure

DECEMBER 2024



OXFAM
South Africa

CONTENTS

03 About Oxfam South Africa

05 About the role

07 Person specification

09 How to apply

ABOUT OXFAM SOUTH AFRICA



Photo credit: Oxfam South Africa

WHO WE ARE

Oxfam South Africa (OZA) is a social justice organization working at the intersection of poverty and inequality. We believe that ending inequality and poverty is possible, and that doing so is a conscious choice.

Established in 2014, OZA is the first autonomous member of Oxfam International (OI). OZA is a South Africa-based organization, registered as an NPC and an affiliate of Oxfam International (OI). Oxfam International is a global movement of people, working together to fight inequality and end poverty and injustice. Together, we are a confederation (groups united in an alliance) that includes affiliates, or member organizations, each one an independent body contributing to achieve Oxfam's shared goals under the Global Strategic Framework 2020-30. The confederation includes 21 affiliates and three (03) 'prospective affiliates' (organizations on their way to full affiliation).

As of 31 March 2023, we are present in 81 countries across the world, collaborating and implementing programs with thousands of partners and allies. And together we campaign for genuine, long-lasting change.

OZA works to strengthen the capacity of communities to become active partners in decision-making and in building local resilience. We mobilize the power of people to claim their rights and participate fully in shaping decisions, policies, and processes that affect their lives and hold power to account, challenging systems which perpetuate poverty and inequality. OZA's vision is a just, democratic, and sustainable world where power and resources are shared, and poverty and inequality are no more.

SAFEGUARDING

At Oxfam we are committed to the prevention of all forms of abuse and responding to all safeguarding concerns or allegations that come to our attention.

To support this, we have established a [confederation-wide Safeguarding Network](#).

Under the strategic direction of Oxfam International, this network leads on the development of confederation-wide safeguarding policies, procedures, tools, standards and training materials, and coordinates, aligns and ensures the consistent delivery of Oxfam's safeguarding commitments across our global operations.

In 2022–23 we continued to strengthen and consolidate prevention and enhancement of safeguarding policies, procedures and systems. A primary focus was capacity-building for our 'safeguarding focal points' in Oxfam affiliates; these staff help us strive for safeguarding best practice, and act as a first point of contact for people to raise concerns.



Photo credit: Oxfam South Africa

ABOUT THE ROLE



Photo credit: Oxfam South Africa

Oxfam South Africa (OZA) is seeking to recruit four (04) visionary Non-Executive Directors (NED) to serve on its Board who are excited about contributing to Oxfam's vision and mission. This is a voluntary role (non-remunerated) with eligible expenses reimbursed in line with OZA's financial policies.

TIME COMMITMENT

Board members are expected to have sufficient time available to execute the responsibilities of this role. Board members are expected to attend at least four Board meetings a year and to participate in Board Committees that meet virtually at least every quarter. The level of effort required will be 15-20 days per year, with the expectation for a more significant time commitment during a supported induction period.

Members are expected to be flexible to join meetings outside normal working hours so that this is shared equitably among all Board members. Board members at OZA have an opportunity to contribute strategically to systemic change in South Africa, as well as being part of a network of change makers globally.

RESPONSIBILITIES

OZA seeks to appoint Non-Executive Directors who will offer strategic leadership and critical guidance and oversight as the organization continues to consolidate itself as a locally rooted, decolonial feminist organization.

Each Board member participates in the tasks, duties and responsibilities of the Board, which include:

- Approve a strategy for Oxfam South Africa. Oversee the implementation of that strategy.
- Approve the allocation and use of the budget.
- Approve and monitor the implementation of Oxfam South Africa's operational plan.
- Appoint, appraise, dismiss and hold to account the OZA Executive Director.
- Monitor agreements that OZA has entered into.
- Oversee risk management and internal control frameworks

Board members are expected to participate in at least one Oxfam South Africa Board Committee; their further responsibilities would be determined by the members' decisions on which Committee(s) to join. These would be clearly articulated and shared with members as part of their onboarding.

APPOINTMENT TERM

Non-Executive Directors shall be appointed for a term of three (03) years and may be re-appointed by the Board, if able and willing to serve, for not more than one (01) additional term of three (03) years.



Photo credit: Oxfam South Africa

PERSON SPECIFICATION



WFP Project, South Africa, Wolseley, Photo credit: Alexa Sedge/Oxfam

EXPERIENCE, KNOWLEDGE & COMPETENCIES

Each Board member will bring a strategic vision and a sound understanding of the local and regional development and humanitarian sector. Demonstrating a proven and deep commitment to OZA's vision, mission, and values, they will impart a compelling vision for realisation of OZA's ambition to fight inequality and promote social justice.

A courageous leader with a strong alignment to Oxfam's values and core principles, with experience in the governance of organizations, Board members will act as a trusted source of support and counsel. They will be expected to hold the highest standards of transparency, accountability, and performance with a commitment to creating lasting impact driven by the values of social justice.

Board members will have demonstrated their commitment to diversity, equity, and inclusion, promoting intersectional approaches to social justice and to fighting inequality wherever it occurs.

ESSENTIAL PERSONAL ATTRIBUTES

All members of the OZA Board must demonstrate:

- Commitment to OZA's vision, mission, values and feminist principles;
- Local and regional awareness and a passion for the fight for social justice;
- Critical thinking, analytical skills and good judgement.
- Integrity, independence and commitment to high standards of excellence and ethics;
- Self-awareness, an open listening mindset and the ability to identify and challenge blind spots and assumptions;
- Willingness to contribute personal expertise in working collectively with people from diverse backgrounds in the best interest of the organization;
- Commitment to devoting the necessary time and effort to discharge their duties as a member of the Board;

AREAS OF EXPERTISE

Board Members should contribute to, but individual members are not expected to demonstrate all of these comprehensively. These collective competencies are:

Organizational expertise.

- **Governance.** Sound understanding and experience of contemporary governance through relevant experience in the South African private, public or voluntary sector, including work with Boards.
- **Finance and Risk.** Sound understanding of and experience in overseeing the issues of finance and risk in complex organizations.
- **Change management.** Experience in leading/advising on change in complex organizations.
- **Entrepreneurial experience.** Experience in building, consolidating and scaling up an organization.
- **Activism and influencing.** Experience in grassroots campaigning, alliance building and collective advocacy (with a focus on young people, feminist networks and social justice movements).
- **Strategy.** Experience in overseeing and monitoring its execution and delivery.

Subject matter expertise.

- **Feminist leadership.** Proven expertise and leadership on gender justice and feminist principles.
- **Sustainable development and humanitarian action.** In-depth understanding of trends, debates and changing paradigms in the development and humanitarian sector.
- **System change.** Expertise in areas in which Oxfam is seeking transformational system change: just economies, gender justice, climate justice and accountable governance.
- **Resource mobilization / Fundraising.** Understanding of key trends in global fundraising (from institutional, public or corporate donors and new market mechanisms).

HOW TO APPLY

Oxfam South Africa is being supported by Red Sea Executive Search for this appointment.

To apply, please submit a CV and covering letter detailing how you fulfil the role description and personal specification via Red Sea's website at the following link:

<https://www.redseasearch.com/non-executive-directors>

Please name your submitted files with the following reference: OZA_Board

Should you wish to have an informal conversation prior to submitting an application please email Tim Wingrove via applications@redseasearch.com

Our ambition to further develop the Oxfam confederation as a diverse network of inter-dependent organizations is grounded in our commitment to global balance and diversity of experience and perspective. South African candidates from across the globe are encouraged to apply.

RECRUITMENT TIMELINE

CLOSING DATE: 27th January 2025

INTERVIEWS: Mid February TBC

COMMITMENT TO DIVERSITY AND INCLUSION

We are committed to ensuring diversity and gender equality within our organization

OXFAM'S COMMITMENT TO SAFEGUARDING

Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and

demonstrate our values are recruited to work for us.

All appointments will be subject to satisfactory references and may be subject to appropriate screening checks, which can include criminal records and terrorism finance checks. OZA also participates in the Interagency Misconduct Disclosure Scheme. In line with this Scheme, if an applicant has any previous or current association with another member of the scheme, we will request information from that organization about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment or association with that organization, or incidents under investigation when the applicant ceased employment or association. By submitting an application, the applicant confirms his/her understanding of these recruitment procedures.





DATA PROTECTION: Red Sea takes our responsibility towards protecting your personal data very seriously. The data you provide is processed in line with relevant data protection legislation. For the purposes of this recruitment, and as defined under the General Data Protection Regulation (GDPR), Red Sea is defined as the Data Controller.

WFP Project, South Africa, Wolseley, Oxfam's South African partner organization Women on Farms Project (WoFP) advocates for farm workers - especially women working on South Africa's wine farms - and fights together with them for women's rights, decent working conditions and against discrimination and exploitation. An important focus is on informing women about their rights and supporting them to organize protests, as well as on changes at the political level. Oxfam supports them with the EU-wide campaign "Our Food, our Future"



Photo credit: Alexa Sedge/Oxfam



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ABOUT RED SEA EXECUTIVE SEARCH

We are an international, executive search consultancy, seeking extraordinary leaders to transform our world. We recruit leadership into the world's foundations, trusts, and charitable organizations, and especially for INGOs in International Development, Disaster Relief and Humanitarian Aid in the Global South.

Our vision is to empower a new generation of global leadership to create a just, diverse, and unified society. In a world with increasing global challenges, the need for leaders and visionaries to shape our world is greater than ever. Extraordinary people are needed to deliver this and discovering them is the heart of Red Sea Executive Search; we find people who bring leadership excellence to organizations, and in doing so hope to help both change the global landscape and protect future civil society and global citizenship.