



PEACE PLAYERS

POSITION PROFILE

**EXECUTIVE DIRECTOR,
PEACEPLAYERS SOUTH AFRICA
PEACEPLAYERS INTERNATIONAL**

ABOUT PEACEPLAYERS INTERNATIONAL

"PLAY TOGETHER. LIVE TOGETHER."

PeacePlayers International ("PeacePlayers") is a global organization that uses the power of sport to unite, educate and inspire young people to create a more peaceful and equitable world. PeacePlayers was founded in 2001 on the premise that children who play together can learn to live together. Using basketball, PeacePlayers bridges divides, changes perceptions and develops leaders among youth from divided communities.

PeacePlayers is the recipient of numerous awards including the Laureus Sport for Good Award, the Robert Wood Johnson Foundation Sports Award, and the Sport for Reduced Racial Inequalities Collective Impact Award. With partnerships with organizations such as Nike, the NBA Players Association Foundation, and the Arbinger Institute, and a dedicated Board including leaders in sport such as Steve Kerr, Jessica Gelman and R.C. Buford, PeacePlayers is widely recognized as the global leader in the sport for peacebuilding field.

PeacePlayers International operates programs in Northern Ireland, South Africa, Cyprus, the Middle East and also several cities in the United States. They offer sport programming, peace education, and leadership development to youth from undervalued and divided communities.

Over the past 20 years, PeacePlayers International has trained over 2,000 coaches and has partnered with 260 different schools and non-profit organizations. As of 2020, over 125,000 children have been impacted through PeacePlayers' programs, and these programs continue to bring children together through sport to form positive relationships, develop leadership skills and improve their futures.

We are looking for a leader who is energized and inspired by our values, as well as someone who brings new background, perspectives, and experiences. At PeacePlayers, our three core values are an active part of everything we do:

Seeing People as People.

PeacePlayers sees everyone's humanity, including those who are different and those that may disagree.

Culture of Collaboration.

PeacePlayers seeks to be helpful to others, recognizing that everyone has their own unique talents, which together can be utilized for greater good.

Inside Out Transformation.

PeacePlayers is committed first to internal change in order to inspire and be influencers of peace towards others.

CANDIDATE

In post-apartheid South Africa, racial groups remain largely divided, with the white minority, who live primarily in urban areas, holding the majority of resources and power. Many non-white communities, especially in rural areas and townships, live in poverty, lacking basic resources like running water, electricity, sanitation and secondary education. These asymmetries reinforce the racial divide, leaving the black majority more vulnerable to truancy, crime, drug and alcohol abuse, teenage pregnancy and HIV/AIDs – harsh realities that significantly impact life outcomes.

Since 2001, PeacePlayers South Africa (PP-SA) uses the game of basketball to bridge divides, change perceptions and develop leaders among children and youth. PP-SA is part of the global movement PeacePlayers International, a network of local organizations that use sport to create a more peaceful and equitable world. Over the past 20 years, PeacePlayers has worked with 250,000 young people in 22 countries, with independent, locally led sites in: Northern Ireland, Cyprus, the Middle East, South Africa and the United States.

PP-SA's activities use basketball as a tool for personal development, fostering positive relationships between people of diverse racial backgrounds, and equipping and inspiring youth to become leaders within their communities. Our "leadership pipeline" model is robust and long-term, providing a constructive framework to guide the development of participants as they develop into coaches, leaders and agents of change in their communities, from Primary School, through High School and beyond as Alumni of our programs.

Each year, PP-SA engages approximately 600 boys and girls, ages 9 to 30, from diverse communities. We use basketball as a tool to bridge racial divides and address the asymmetries that reinforce interracial conflict and inequality. Our programmes serve urban areas, rural communities and townships in the KwaZulu-Natal Province, and are implemented in partnership with local primary and secondary schools, including uMlazi, Lamontville, Wentworth, Molweni, Durban City, Hillcrest, Westville, Cottonlands, and Montclair on a permanent basis and other school on an ad hoc basis. PP-SA also holds wider-scale events that engage youth from across the country, enhancing exposure and scaling impact. These events have enabled us to expand our geographic reach with 100 additional participants outside our regular programming, including at private schools in Johannesburg, such as St. John's (Houghton) and St. Stithians (Sandton). PP-SA prioritizes the participation of girls, who are often left out and denied the mental and physical benefits of sport. In this vein, 51% of our programme participants are girls and 49% are boys.

Over the past two decades, PP-SA has:

- Reached 100,000 young people, ages 9 to 30;
- Engaged 35 communities and 65 schools;
- Trained nearly 7,500 coaches; and
- Employed over 5,000 coaches.

CANDIDATE

Our work in South Africa has been recognized through awards and media coverage, including the 2018 KwaZulu-Natal Sport Award for Recreation Body of the Year, the Arthur Ashe Courage Award at the 2007 ESPYS; the 2008 Laureus Sport for Good Award; and the 2011 NGO for Peace of the Year Award from Peace and Sport.

As a part of PeacePlayers International's commitment to Diversity, Equity, and Inclusion PeacePlayers has partnered with a US based external consultant, to ensure that PeacePlayers International lives our belief in embracing people of all races, ethnicities, gender identities, ages, sexual orientations, religious/spirituality, and backgrounds. Our organization strives to create an inclusive environment where race, seen and unseen disabilities, and other identifiers do not pre- determine one's future but rather an environment where everyone is valued and heard.

We as an organization, aim to tackle that challenge by providing our youth participants with leadership and peacebuilding skills to inspire and develop young leaders who will be equipped to create a more peaceful world.



CANDIDATE

PeacePlayers South Africa is seeking a dynamic leader to join our team as the Executive Director. This is a unique opportunity for a talented, driven individual to lead a strong organization with tremendous potential and advance it in its next chapter and beyond. The Executive Director will lead PeacePlayers International's South African site, with overall strategic, operational, and managerial responsibility for the organization, including fundraising, and oversight of the annual budget, which is targeted to grow in this next chapter. The ED will also empathically manage and empower a staff of 28+, with a deep dedication to professional development and growth for team members, who are primarily alumni of PeacePlayers' programs.

Responsibilities

Strategy, Leadership and Collaboration

- Work with Board of Directors and senior management to define overall strategic direction of the organization and its evolution (adhering to core values and striving to maximize impact)
- Oversee day-to-day operations of PeacePlayers' local operations (operations, programs, development and finance) including supervision of senior managers
- Maintain active collaboration with PeacePlayers' international sites with a view to share knowledge, experience, expertise and learnings, increasing connections and maximizing impact of the entire organisation
- Lead development of new strategic initiatives that align with global priorities

Finance

- Build and manage organizational budget for South Africa according to the local and global organizational fiscal years (subject to approval from local board and global functionaries)
- Manage system of income projections, cash flow and budgetary balance
- Support and oversee finance and administrative management, bookkeeping, accounts payable, payroll, approve expense reports, annual reports to authorities, managing grant allocation, audits etc.

Governance

- Collaborate and engage a local board of directors comprised of community stakeholders (including quarterly board meetings, an annual general meeting, ad hoc special board meetings when required, audit and executive committee and annual reporting)
- Ensure adherence to PP-SA's Constitution and that governance procedures and processes are followed.
- Drive strategic direction of the board including engagement, responsibilities and accountability

CANDIDATE

- Ensure sound and up-to-date financial and legal policies are put to the board for approval.

Human Resources and Culture

- Help facilitate connections and relationship building among PP's team members
- Assess human resource needs, and recruit and hire effective and suitable staff members accordingly
- Support on-boarding of new team members
- Oversee performance review system (2-3 times per year), while providing on-going feedback and salary reviews for staff
- Ensure human resources policies are sound and implemented accordingly
- Live and lead in a manner in-line with PeacePlayers organizational culture and core values
- Learn and implement PeacePlayers' Core Values in the Workplace model

Programs/Operations

- Work with operations and programs team to build annual operational plan that corresponds with budget
- Ensure all operational outputs are met while ensuring high quality and impactful programming
- Manage restricted/specified programs grants, ensuring that budgets and programs are implementing according to plan and required reporting is done timeously
- Oversee operational systems (i.e. operations tracking, database), ensuring all operations are tracked according to plan
- Monitor effectiveness of programs and operational systems
- Work with global programs support team to execute monitoring and evaluation plan and incorporate into organizational learning and development functions
- Engage local staff in global training programs and professional development opportunities
- Support implementation of programs in the field with a view to maximizing impact and ensuring ethical stewardship of donations
- Ensure that all statutory reporting and contractual reporting is done timeously and accurately.

CANDIDATE

Fundraising and Development

- Work with development team to create and implement annual fundraising plan, ensuring that goals are met (with a target to raise 80% of the expense budget in the first year, and 100% by year 3)
- Oversee and lead donor cultivation and stewardship strategy and its implementation
- Serve as representative and steward with current and prospective partners and donors (in-person meetings, site visits, correspondence, etc.)
- Lead strategic decision making in matching donor interests with appropriate PeacePlayers programs
- Oversee donor obligations, grant management systems and collateral.



CANDIDATE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

Passion for the Mission

Fully embracing with enthusiasm and pride the values and goals of PeacePlayers, the Executive Director will be passionate about fulfilling PeacePlayers' mission. The Executive Director will be energized by identifying and taking on meaningful issues and driving toward solutions. This leader will have a strong personal commitment to youth development, peace building, conflict resolution, and a fundamental belief in the transformative power of sports. This leader will care deeply about helping to develop underserved, underrepresented youth into leaders in their communities, working to dismantle inequities, and use sport as an effective catalyst for social change. This leader will be an individual of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.

A Skilled and Strategic Leader

The Executive Director will be a strategic, nimble and results-oriented leader, with an entrepreneurial ambition and approach. An inspiring, empathetic, and engaged leader, the Executive Director will have the ability to cultivate and retain diverse teams with a broad set of ideas and skills and achieve organizational impact by recognizing and leveraging individual strengths and teamwork. This executive will be successful at orchestrating strategic processes and leading a passionate team to execute on organizational goals and to ensure accountability and high standards for staff deliverables, while providing staff with a mission-driven work environment and professional growth opportunities. Serving as an internal champion, the Executive Director will foster a positive environment for participation, collaboration and innovation with the goal of advancing PeacePlayers' mission and impact.

An Effective Fundraiser

The Executive Director will have a proven track record as an effective fundraiser in South Africa. They will have the know-how and network to build a sound development plan that will serve to sustain and grow the organization over time. They will have had past success securing major gifts. The ED will be a strong, writer and communicator, with experience in stewardship, front-line fundraising as well as institutional government and foundation grants (private and public bodies).

CANDIDATE

A Dynamic Ambassador

The Executive Director will be an energetic and enthusiastic leader who will serve as an 'Ambassador' for PeacePlayers. This leader will be a confident public speaker who inherently enjoys the external side of the role. The Executive Director will be a demonstrated or emergent leader in the field of development. This leader will embrace the current funding landscape and will enthusiastically work to expand and diversify PeacePlayers' funding sources. The Executive Director will represent PeacePlayers to a broad range of constituents and will utilize brand and marketing strategies to elevate PeacePlayers' recognition, while maintaining strong, trust-based relationships with the local communities PeacePlayers serves. The Executive Director will be confident yet humble, ambitious to accomplish great outcomes while sharing the credit broadly with all involved, and able to command respect and have the gravitas to work across the diverse spectrum of current and future stakeholders including the staff, Board of Directors, donors, communities, program partners, and beyond. This leader will have an inspirational approach to building collaboration and buy-in and generating support from all stakeholders. The Executive Director will have exceptional verbal and written communication skills.



CONTACT

To make recommendations or to express your interest in this role email apply@peaceplayers.org with a subject line of SA ED role.

All application, inquiries and discussions will be strictly confidential.

PeacePlayers appreciates your interest in our organisation as a place of employment. It is PeacePlayers policy to provide equal opportunity for employment to all qualified employees and applicants, regardless of race, religion, religious affiliation, ancestry, citizenship status, marital status, familial status, sexual orientation, gender identity, color, creed, national origin, sex, age, disability, or any status or other characteristic. This policy is informed by and compliant with relevant labour legislation and applies to all areas of employment including recruitment, placement, training, transfer, promotion, termination, pay, and other forms of compensation and benefits. PeacePlayers will provide reasonable accommodations to qualified individuals with disabilities.

