



## **EXTERNAL RECRUITMENT**

### **PROGRAM DIRECTOR- CAPE TOWN**

SOS Children's Villages is a social development organisation, focussing on the care, protection and development of children and youth who are orphaned or vulnerable. Our mission is to build families for children in need, help them to shape their own futures and share in the development of their communities.

We are in the process of recruiting a **Program Director** in **Cape Town**.

The Programme Director (PD) will lead the implementation of the SOS Children's Villages Programme in the location, which includes both an alternative care and a family strengthening component. The person will ensure compliance with the SOS Strategy 2030, as well as related plans, budgets policies and quality standards:

- KPA 1: Programme Development and Management
- KPA 2: Monitoring and Evaluation
- KPA 3: Leadership
- KPA 4: People Management and Development
- KPA 5: Financial and administrative management
- KPA 6: Implementation of a quality assurance system
- KPA 7: Child & Youth, Adult and Asset Safeguarding and Protection

#### **MINIMUM QUALIFICATIONS, EXPERIENCE AND SKILLS REQUIRED:**

- Minimum Honors degree in Child and Youth Development / Social Sciences or equivalent
- Valid SA driver's license
- 5 years' experience in a related field.
- Minimum 5 years of concurrent management experience in social welfare field, preferably in the sector of child and youth welfare
- Understanding of NGO's operations, best practices and market trends.
- Understanding of the Child and youth development principles.
- Knowledge of programmes in an NGO environment.
- Good budget and financial skills.
- Good understanding of HR and Organisational Development.
- Strong negotiation, communication and networking skills.
- Good knowledge of Children's rights.
- Basic Knowledge of Fund development.
- Knowledge of programme management, monitoring and evaluation.
- Knowledge of client groups and/or issues related to the programme area.
- Knowledge of the SOS Model will be an added advantage

***SOS Children's Villages South Africa holds strict child safeguarding principles and a zero-tolerance policy towards sexual harassment, exploitation and abuse in the workplace. Parallel to technical competence, recruitment, selection and hiring decisions will give due emphasize to assessing candidates value congruence and thorough background checks, police clearance, financial and reference check processes.***

**CLOSING DATE: 18 February 2025**

**EMAIL APPLICATIONS TO: The Human Resources Department - [hr@sos.org.za](mailto:hr@sos.org.za)**

**Only successful applicants will be contacted.**