



EMPLOYMENT OPPORTUNITY

Head of Development and Strategic Relationships

BirdLife South Africa is seeking to appoint a dynamic and innovative **Head of Development and Strategic Relationships** to join its Executive Team. This exciting and impactful position has been created to strengthen BirdLife South Africa's long-term organisational sustainability and conservation impact by providing strategic leadership across fundraising, philanthropy, communications, marketing, membership, events, strategic partnerships and other income-generating initiatives.

Reporting directly to the Chief Executive Officer, the successful candidate will play a pivotal role in shaping the organisation's future, expanding its influence, growing unrestricted income and enhancing BirdLife South Africa's overall impact.

The successful candidate will be an inspirational and collaborative leader who combines strategic thinking with operational excellence. They will demonstrate exceptional interpersonal skills, integrity, innovation, sound judgement and the ability to unite diverse stakeholders behind a shared vision.

This position will be based at BirdLife South Africa's Head Office (Isdell House), 17 Hume Road, Dunkeld West, Johannesburg.

BirdLife South Africa is one of the country's leading conservation organisations, dedicated to conserving birds, their habitats and the biodiversity on which people depend. Through science, conservation action, advocacy, education and partnerships, the organisation delivers measurable conservation outcomes in South Africa and beyond. As the South African Partner of BirdLife International, a global partnership spanning more than 120 countries and territories, BirdLife South Africa contributes to one of the world's foremost networks for bird and biodiversity conservation.

More information is available from www.birdlife.org.za

PRIMARY RESPONSIBILITIES

The successful candidate will be responsible for providing visionary and dynamic leadership to a multidisciplinary team, and advancing the following key strategic focus areas:

ORGANISATIONAL DEVELOPMENT AND FUNDRAISING

- Developing and implementing a comprehensive organisational non-profit development and advancement fundraising strategy that diversifies and grows sustainable income and related support.
- Leading initiatives to increase unrestricted income through various mechanisms, including philanthropy, individual giving, major donors, legacy giving, corporate partnerships, membership, events, tourism-related opportunities and other innovative funding mechanisms.

STRATEGIC RELATIONSHIPS

- Building, strengthening and maintaining strategic relationships with key role players, such as government, foundations, corporate partners, donors, international organisations and high-net-worth individuals.
- Strategically enhancing collaboration across the organisation's key focal areas.
- Enhancing BirdLife South Africa's national and international profile and brand through innovative brand awareness and communication strategies.
- Identifying and developing new partnership and business development opportunities that will benefit BirdLife South Africa's longer-term strategy, vision and mission.

DYNAMIC LEADERSHIP OF MULTIDISCIPLINARY TEAMS

- Providing strategic leadership for multidisciplinary teams including philanthropy, fundraising, communications, marketing, brand management, membership and stakeholder engagement functions.
- Overseeing customer relationship management (CRM) systems, donor stewardship and stakeholder engagement.
- Contributing as a member of the Executive Team to organisational strategy, governance, planning and organisational performance.

INHERENT REQUIREMENTS

The ideal candidate will possess the following inherent requirements:

QUALIFICATIONS: A relevant postgraduate qualification in business administration, management, fundraising, communications, marketing, development studies, public relations, non-profit management or a related discipline.

EXECUTIVE LEADERSHIP EXPERIENCE: At least ten years' senior leadership experience in non-profit development, with proven ability to cultivate donor relationships, secure grants and sponsorships, diversify income streams, build sustainable funding pipelines, manage complex organisational portfolios, lead organisational growth and change, and manage high-performing multidisciplinary teams.

FUNDRAISING, PARTNERSHIPS AND RESOURCE MOBILISATION: Extensive experience in developing and implementing successful and diverse fundraising and resource mobilisation strategies, with proven success in establishing and managing strategic partnerships across government, business, philanthropy and civil society.

STRATEGIC COMMUNICATIONS AND STAKEHOLDER ENGAGEMENT: Experience in strategic communications, marketing, brand management and stakeholder engagement, supported by exceptional negotiation, influencing and relationship-building skills.

BUSINESS AND FINANCIAL ACUMEN: Strong business and financial acumen, including the ability to oversee budgets, monitor financial performance, support sustainable organisational growth, executive-level knowledge of CRM and donor management systems, use data and analytics to inform strategic decision-making and ensure effective reporting, accountability and resource allocation.

RECOMMENDATIONS

Preference will be given to candidates who have:

- Experience within the environmental, conservation or broader non-profit sector.
- Experience in membership development and engagement.
- Experience in event management and public engagement campaigns.
- Knowledge of sustainable tourism or conservation-based or avitourism initiatives.
- An understanding of the international conservation landscape and experience working with international partners.
- A strong appreciation of South Africa's biodiversity and a genuine passion for bird conservation.
- Proficiency in one or more South African languages in addition to English.

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REMUNERATION

SALARY: BirdLife South Africa offers a competitive remuneration package commensurate with the seniority and responsibilities of the position. Salary information is available on request. For further enquiries, please contact BirdLife South Africa's Human Resources and Governance Manager, Dr Isabel Human, at isabel.human@birdlife.org.za

FRINGE BENEFITS: BirdLife South Africa provides comprehensive group life insurance.

APPLICATION PROCEDURE

Applicants are requested to submit:

- A detailed curriculum vitae, including the names and contact details of three referees.
- Certified copies of qualifications.
- A copy of the applicant's identity document and driver's licence.
- A detailed motivation describing why they believe they are well suited to this position and how they would contribute to BirdLife South Africa's continued growth and conservation impact.

PLEASE NOTE:

- All applications will be treated in the strictest confidence.
- Communication will be limited to shortlisted candidates only.
- Should you not be contacted within six weeks of the closing date, please consider your application unsuccessful.
- BirdLife South Africa reserves the right not to make an appointment.
- BirdLife South Africa subscribes to the principles of the Employment Equity Act.
- Assumption of duties: As soon as possible.

CLOSING DATE FOR APPLICATIONS: 31 August 2026

Applications should be emailed to BirdLife South Africa's Human Resources and Governance Manager, Dr Isabel Human, at isabel.human@birdlife.org.za, with the subject line:

"Head of Development and Strategic Relationships"

For further information regarding the position, please contact Dr Isabel Human or Mark D. Anderson, Chief Executive Officer, at ceo@birdlife.org.za