

## Executive Director

Location: **Cape Town, South Africa**

Employment Type: **FTC**

Closing Date: **22 May 2026**

Gender Dynamix (GDX) is a leading Africa-based organisation dedicated to advancing the rights, and wellbeing of transgender and gender-diverse people. Through strategic advocacy, research, and community engagement, we contribute to building equitable and inclusive societies.

We are seeking an experienced and visionary Executive Director to provide strategic leadership, drive organisational sustainability, and enhance our impact at both national and regional levels. The successful candidate will lead organisational growth, strengthen partnerships, and ensure effective delivery of our mission.

### **Main Purpose of the Role**

The Executive Director will provide strategic and operational leadership to the organisation, ensuring the effective delivery of GDX's vision, mission, and values. Reporting directly to the Board of Directors, the role embodies servant leadership, fostering a culture of collaboration, accountability, and care, while prioritising the wellbeing of the communities we serve. Commitment to supporting staff with an emphasis on healthy working dynamics, creating a positive and constructive work environment, including staff training, development, and growth.

### **Key Responsibilities:**

#### **Strategic Leadership & Institutional Development**

- Provide strategic direction for trans and gender-diverse advocacy at national and regional levels.
- Lead the Senior Leadership Team to deliver strategic objectives.
- Monitor human rights trends to inform advocacy strategies.

#### **Endowment Building & Donor Stewardship**

- Lead fundraising, grant acquisition, and diversification strategies.
- Build and manage donor relationships and partnerships.
- Oversee organisational budgets and financial planning.
- Ensure donor compliance and reporting requirements.

#### **Programme Oversight**

- Oversee organisational programmes, advocacy, and donor-funded projects.
- Ensure ethical management and compliance with funding and audit requirements.

#### **Board Governance & Support**

- Support the Board in governance functions, including reporting, board packs, and meeting facilitation.
- Maintain transparent and effective communication with the Board.
- Build and manage strong relationships with Board members.

- Oversee financial management, including accounting, investments, endowments, and cash flow.
- Monitor and report on the organisation's financial health and investment performance.

**Professional experience & credential**

- Relevant academic qualifications are preferred but not essential. We are equally committed to considering candidates who demonstrate extensive leadership experience, strategic capability, and a proven contribution to the movement.
- A minimum of 5–10 years' experience in LGBTIQ+ activism, advocacy, or related social justice work.
- Demonstrated experience in fundraising, donor engagement, and grant management.
- At least 5–10 years' experience within a similar NGO/NPO environment will be considered an advantage.

**Knowledge and Skills**

- Expertise in transgender and gender-diverse issues, human rights, and relevant legislation.
- Strong leadership, organisational, and communication skills.
- Ability to perform under pressure and meet deadlines.

**Personal Attributes**

- Visionary, ethical, and accountable leader.
- Proactive, collaborative, and hands-on.
- Committed to social justice and human rights.

**How to Apply**

Interested candidates should submit the following:

- A detailed CV
- A motivation letter outlining suitability for the role

Applications should be sent to: [humanresources@genderdynamix.org.za](mailto:humanresources@genderdynamix.org.za)

Gender Dynamix is an equal opportunity employer and strongly encourages applications from transgender and gender-diverse individuals.