



# Executive Director

## Defend Our Democracy (DoD)

Johannesburg, South Africa

Salary: R450 000 – R520 000

Application Deadline: 2 April 2026

---

## About Defend Our Democracy (DoD)

Defend Our Democracy is a civil society movement dedicated to protecting, promoting, and strengthening South Africa's constitutional democracy. We work to:

- Uphold human rights and democratic values
  - Counter corruption, state capture, and political destabilisation
  - Advance political and administrative accountability
  - Encourage active public participation in democratic processes
  - Mobilise society for peaceful democratic action
- 

## The Opportunity

DoD is seeking an experienced, strategically minded **Executive Director** to lead the organisation and drive its mission forward. This is a pivotal leadership role responsible for organisational strategy, stakeholder engagement, fundraising, governance, and overall operational effectiveness.

The Executive Director works closely with the National Committee and serves as the public face of the movement.

---

## Key Responsibilities

- Lead and implement organisational strategy
- Manage staff, supporters, and volunteers
- Build and maintain partnerships across sectors
- Oversee organising, mobilisation, and programme activities
- Strengthen relationships with affiliates and key stakeholders
- Drive fundraising strategy and donor engagement



- Manage budgeting and organisational resources
  - Ensure compliance with governance and regulatory requirements
  - Oversee communications, media engagement, and public representation
  - Report to the National Committee and the National Democracy Forum
- 

## Skills & Experience Required

- Bachelor's degree or equivalent post-matric qualification
  - Minimum 5 years' management experience within civil society, including at least 2 years in a leadership role
  - Strong commitment to democratic principles and civil society strengthening
  - Proven strategic management and planning capability
  - Experience in programme operations, fundraising, and budget oversight
  - Strong stakeholder management and media engagement skills
  - Ability to grow and support a membership-based organisation
  - Excellent writing and editing abilities
  - Proficiency in MS Office, Google Suite, Canva, and related tools
  - Valid driver's licence
- 

## How to Apply

Please submit the following:

- CV
- Cover letter
- Contactable references
- Proof of qualifications

Apply to: <https://forms.gle/NrcN1u2HfJIMsq246>