



POSITION: Social Innovation Specialist

REPORTING TO: Director

REMUNERATION: Negotiable

LOCATION: Johannesburg

START DATE: ASAP



## 1. SAB Foundation Overview

Set up in 2010 as one element of the broad-based black economic empowerment transaction conducted by South African Breweries Ltd (SAB), the SAB Foundation is an independent Trust that annually invests in excess of R80 million towards developing entrepreneurship in South Africa. The SAB Foundation funds its activity through the interest and dividends earned from its investments.

In 2016, SAB Foundation was the first organisation in South Africa to receive tax exemption as a Small Business Funding Entity under section 10(1)(cQ) of the Income Tax Act.

The primary objective of the SAB Foundation is as follows:

*“The provision of funding for small, medium and micro-sized enterprises, in order to contribute to the economic and social empowerment of historically disadvantaged persons, primarily (but not necessarily exclusively) by means of Entrepreneurship Development and with a priority focus on providing opportunities within small, medium and micro-sized enterprises for women and youth in the rural areas, as well as persons with disabilities.”*

### 2010 - 2014

The mandate has translated into two broad programmes:

- Support for black entrepreneurs
- Support for social innovation (any product or service that has a viable business model that will also result in a positive social outcome, especially for our key beneficiary groups, namely women, youth in rural areas and those with disabilities).

From 2010 to 2014, the Foundation was in its start-up phase and had a strategy to reach as many people as possible. This translated into funding as many entrepreneurs as possible each financial year and an annual competition for social innovators where the first prize was R1 million, and various other prizes were given to other worthy ideas.

### 2014

With the groundwork laid, and under new leadership, the Foundation evaluated its programmes, and it was agreed that businesses were unlikely to experience growth unless a more in-depth approach was taken to developing their skillset. As a result, both the entrepreneurship and social innovation programmes are in a phase of growth and now consist of considerable training and mentorship along with funding.

Because it is not always easy to access people in rural areas and those with disabilities, funding has been set aside to explore innovative options to growing entrepreneurs in these areas.

We believe that the Foundation sets itself apart through the following:

- Strong programmes delivering real results
- Genuine concern for beneficiaries and a desire to see them succeed

- Support for rural businesses
- A strict focus on continuous learning, improvement, and accountability. The Foundation has an information management system that regularly measures the performance of beneficiaries in terms of business growth, increase in jobs and in some cases, social impact.
- Collaboration and information sharing

## 2. SAB Foundation Objectives

Objective 1: To dramatically improve the success rates of entrepreneurs and social innovators through improving quality of life, increasing profitability, promoting job creation, and finding innovative sustainable solutions to social problems.

Objective 2: Add value to society.

Objective 3: To contribute to SAB's corporate image, both internally and in the public domain.

## 3. Purpose of the Role

SAB Foundation has done ground-breaking work in building the field of social innovation in South Africa. The Social Innovation Specialist will drive the mission, strategy and execution of the SAB Foundation's three social innovation programmes. The incumbent will be passionate about shaping, supporting and mentoring entrepreneurs to help improve the success rates of entrepreneurs and social innovators.

S/he will play a key role in implementing, accelerating, broadening, and deepening the SAB Foundation's social innovation programmes. The Social Innovation Specialist will be a strong ambassador for the Foundation's brand, mission, and values; and confident in dealing with priority stakeholders (private sector, tertiary institutions, government, etc.) as related to driving the Foundation's social innovation agenda.

## 4. Social Innovation Specialist Outputs and Deliverables

OUTPUT	DELIVERABLES
<b>Managing the selection of social innovators</b>	<ul style="list-style-type: none"> <li>• Send out the calls for applications</li> <li>• Review applications and select shortlist in conjunction with director and other judges</li> <li>• Manage all communication with entrants</li> <li>• Due diligence on the shortlists</li> <li>• Oversee a workshop for finalists</li> </ul>
<b>Support the Operations Specialist with general Social Innovation administrative aspects including organising the Awards Event</b>	<ul style="list-style-type: none"> <li>• Supporting the Operations Specialist in general Social Innovation Programme administrative aspects – most notably in the distribution of grant funding to beneficiaries</li> <li>• Supporting the Operations Specialist in organising the awards event where required</li> <li>• Work with Operations Specialist and Communications team to ensure a smooth, well publicised social innovation awards event</li> <li>• Assist Operations Specialist to get award contracts signed post the awards event</li> </ul>
<b>Oversee business support programmes with selected service providers</b>	<ul style="list-style-type: none"> <li>• Conduct a winners' survey to find out winners' needs (survey already developed)</li> <li>• Oversee the service provider. The <b>service provider</b> is responsible for deciding what the major mentoring/ business skills requirements are for each winner, appointment of appropriate mentors, setting milestones for mentors, ensuring that milestones are met</li> </ul>

	<ul style="list-style-type: none"> <li>• Putting together mentorship contracts, assisting with legal letters of demand between SAB Legal &amp; innovators if required</li> <li>• Monthly meetings with service provider to assess any problem areas and see where SAB Foundation can support, such as market and funding access</li> <li>• Manage Business Development Support and Mentor budgets</li> </ul>
<b>Monitoring progress of current and previous Social Innovation Award winners</b>	<ul style="list-style-type: none"> <li>• Review annual survey questionnaire and liaise with service provider for any improvements</li> <li>• Analysing data from previous winners</li> <li>• Assist Social Impact Analyst in putting together a report based on findings</li> <li>• Review 10 case studies on previous winners and their progress</li> <li>• Regular check-ins with entrepreneurs and following up on queries and requests</li> </ul>
<b>Oversee the Social Innovation Fund</b>	<ul style="list-style-type: none"> <li>• Manage the service provider (proposals, contracting, execution, reporting, monitoring and evaluation)</li> <li>• Budget management</li> <li>• Management of the Investment Committee</li> <li>• Execution of funding (contracting, milestones, disbursement)</li> <li>• Oversee loan repayments</li> </ul>
<b>Managing the programme for social innovation at tertiary institutions</b>	<ul style="list-style-type: none"> <li>• Partner with Entrepreneurship Development in Higher Education (EDHE), UCT GSB Bertha Centre, GIBS and under-resourced universities and institutions of higher learning</li> <li>• Manage contracts with partners</li> <li>• Support partners with programme implementation (recruitment, selection, on-boarding, disbursement, monitoring and evaluation)</li> </ul>
<b>Multi stakeholder mapping and engagement to ensure a continuum of development and support for social innovators and to position SAB Foundation as an expert in this field</b>	<ul style="list-style-type: none"> <li>• Work with other stakeholders to further the interests of entrepreneurs in terms of access to markets, growing their networks and accessing further finance</li> <li>• Participation in stakeholder events</li> <li>• Represent the Foundation at various stakeholder events</li> <li>• Formulate relationships with Government role-players to bolster support for entrepreneurs</li> <li>• Become a thought leader in the field through interviews, opinion pieces, webinars etc</li> </ul>
<b>Ad hoc requests received from the Director from time to time</b>	<p>Activity in the Foundation is dictated by strategy as well as Trustee input and is therefore dynamic. Foundation needs may change, Trustee agendas may change, requests for research may be issued. SAB Foundation Director may decide to make changes. Certain urgent requests may be issued by any of our stakeholders.</p> <p>Flexibility and the ability to adapt to changing requirements are therefore important requirements for this role. This may include oversight of ad hoc social innovation projects where SAB Foundation is a sponsor.</p>

## 5. Roles, Skills and Attributes Required

- Deep passion for innovation, entrepreneurship, and social change
- High energy levels with a bias for action

- Strategic and visionary
- Ability to balance multiple operational requirements with strategic goals
- Ability to multitask
- Ability to thrive under pressure
- Experience starting up and running a business
- Numerate and literate
- Ability to engage enthusiastically and professionally with multiple stakeholders
- Exceptional analytical thinking ability
- Innovative, conceptual problem solver
- Dynamic, open minded and flexible
- Ability to analyse business performance data
- Professional oral and written communication skills
- Strong interpersonal skills, creativity, and ability to effectively interact with all levels and functions across the organization
- Ability to work in teams
- Resilient, with strong leadership abilities
- Proven track record of high performance
- Strong project management skills
- A willingness to travel

## 6. Qualifications

- Possess at least a Bachelor's degree in administration, business, public policy or a related field
- A minimum of 5 years' professional experience preferably within the field of social innovation or social entrepreneurship
- Demonstrated understanding of social enterprise and social innovation
- Demonstrated understanding of business management
- A proven track record of developing partnerships for innovation

## How to apply

Interested applicants should submit the following by e-mail to [nolu@ngorecruit.com](mailto:nolu@ngorecruit.com) quoting reference number **NSB001**:

- A CV (in Word or PDF format) of not more than 2 A4 pages
- A 1-page cover letter outlining how your skills and experience align with the SAB Foundation's vision and mission

Application Deadline: **20 August 2021**

Interested applicants are encouraged to **apply ASAP**. Only shortlisted candidates will be contacted.

For more information about the SAB Foundation, visit their [website](#) and social media pages: [Facebook](#) , [Instagram](#), [Twitter](#) and [LinkedIn](#).