



# Chief Executive Officer (CEO)

## Recruitment Brief



## Chief Executive Officer (CEO)

### About SAB Foundation

The SAB Foundation is an independent trust that invests millions of rands annually in the entrepreneurial development of black entrepreneurs in South Africa, with a focus on social innovation. Established in 2010 as part of a broad-based black economic empowerment transaction by South African Breweries Ltd (SAB), the Foundation aims to economically and socially empower historically disadvantaged individuals by funding small, medium, and micro-sized enterprises (SMMEs).

The Foundation is governed by a board of trustees comprised of respected South African businesspeople. Initially, it held 8.4 million SAB shares and utilized dividend income from these shares to benefit the South African community at large. Notably, it was the first organization in South Africa to be recognized as a tax-exempt Small Business Funding Entity (SBFE) under section 10(1)(cQ) of the Income Tax Act.

Focusing on women, youth, rural populations, and individuals with disabilities, the Foundation provides both financial and strategic support to SMMEs. By **March 2024**, the SAB Foundation had invested **over R784 million** in supporting **7,543 entities**. This investment includes **R449 million in grants, R247 million in business development support, R45 million in interest-free loans, with R13 million repaid to date, and R88 million in low-interest rate loans with 9 million repaid to date**. Through these efforts, the Foundation significantly contributes to job creation, community building, and addressing social issues in South Africa.

## Chief Executive Officer (CEO)

### Role Overview

The SAB Foundation is a leading force in fostering economic growth and social empowerment in South Africa. With an investment of over R500 million, the Foundation is committed to strengthening small, medium, and micro-sized enterprises (SMMEs) and driving meaningful change for historically disadvantaged communities. Through innovative programs and forward-thinking initiatives, the Foundation is shaping a future where entrepreneurship drives sustainable economic and social progress.

We are seeking an exceptional Chief Executive Officer (CEO) to lead the activities of the Foundation in collaboration with different stakeholders. This includes leading the funding, finance and investment strategies, governance oversight, ensuring the continuity of existing programs and driving social innovation and entrepreneurial development with greater impact.

## Chief Executive Officer (CEO)

### Person Specification

- To effectively lead and ensure the long-term sustainability of the SAB Foundation.
- To provide strategic direction and guidance on funding and investment decisions and other initiatives, ensuring that the Foundation continues to generate meaningful impact, amplifying and expanding on existing initiatives.
- To prioritize programs and monitoring and evaluating the impact of these programs.
- To enhance the manner in which the Foundation communicates the impact it has on relevant stakeholders and enhancing the SAB Foundation brand.
- To drive stakeholder engagement and management internally and externally including funders, partners and government.
- Reputation management of the Foundation.

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### Strategic Leadership Experience

- 8+ years of senior leadership experience managing a corporate foundation, philanthropic trust or similar organization.
- A strategic and operational leader with expertise in driving organizational performance including budget and project management.

### Stakeholder Management and Relationship Building

- Experience working collaboratively with and gaining buy-in from different stakeholders at all levels, including funders, partners and government stakeholders.
- Excellent verbal and written communication skills, including public speaking in front of a variety of audiences demonstrating influencing, advocacy and negotiation skills.

### Relevant Industry Experience

- Relevant, additive experience in the South African socio-economic impact sector with specific experience in disability empowerment, social innovation, and/or entrepreneurship programs, including monitoring, evaluation and impact.

### Team Leadership

- Experience building, motivating and developing a high-performing team. A present and inspirational leader.

### Relevant Qualification(s)

- A relevant tertiary education is required. A postgraduate degree is advantageous, particularly in business management or administration.

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### How to Apply

The ideal candidate brings extensive experience in entrepreneurial development, financial management and social innovation. A strategic mindset and a talent for building partnerships across sectors and regions is crucial.

This is a career-defining opportunity to lead a Foundation making a tangible difference in South Africa. If you are a value-driven leader ready to drive impactful change, we invite you to explore this opportunity further.

Please submit the following by email to [heidi@ngorecruit.com](mailto:heidi@ngorecruit.com) :

- A CV in Word or PDF format (please include 3 employment references).
- A 1-page cover letter outlining how your skills and experience align with SAB Foundation's mission and the unique qualities you could bring to this role.

If you would also like to have a confidential discussion about this role, please do not hesitate to contact us.

#### **Application deadline:**

The deadline for applications is 19 March 2025.

NGO Recruit will carry out an executive search alongside the public advertisement of the role. Longlisted candidates will be invited for an interview with NGO Recruit.