



JOB Advertisement: DIRECTOR, TRIANGLE PROJECT

Triangle Project is seeking a Director to provide strategic leadership and oversight for all of our programmes and operations. This is a senior role where you will work with the Board, management team, and staff to help realize our mission and values, and to lead the organization as a credible, radical, and responsive LGBTQI+ voice within South Africa and beyond.

General Information

Job Title:	Director
Reports to:	Board of Directors
Functional Team:	Executive and Management Team
Last Updated:	September 2025

Job Summary

The Director provides strategic leadership and oversight of all programme and operational areas of Triangle Project. They are responsible for ensuring the financial sustainability, organisational effectiveness, and political clarity of the organisation.

The Director leads the development and implementation of the organisation's strategic vision, ensures compliance and accountability across all areas, and represents Triangle Project in external engagements, partnerships, and advocacy spaces.

As the most senior role within the organisation, the Director works closely with the Board, management team, and staff to ensure the realisation of Triangle's mission and values, and to position the organisation as a credible, radical, and responsive LGBTQI+ voice within South Africa and beyond.

Roles and Responsibilities

Strategic and Organisational Leadership

- Lead the design and implementation of Triangle Project's Strategic Plan in collaboration with the Board and management team.
- Ensure all programme areas and implementation align with the overall strategy, mission, and values of the organisation.
- Represent Triangle Project in key national, regional, and international partnerships, coalitions, and advocacy forums.
- Maintain awareness and political analysis of key issues affecting the LGBTQI+ community and broader human rights landscape.
- Guide the development and implementation of annual workplans across departments, ensuring cohesion and shared vision.

Governance and Accountability

- Report to the Board of Directors on the strategic, programmatic, and financial health of the organisation.
- Ensure that statutory requirements, compliance, and policies are implemented across the organisation.
- Facilitate effective decision-making processes between Board, management, and staff.

Programme Oversight

- Support Programme Managers in setting strategic direction, workplans, and outcomes for their areas.
- Ensure that programmes are effectively and efficiently implemented, monitored, evaluated, and reported on.
- Foster integrated, intersectional collaboration across programmes and departments.
- Guide the development of new initiatives in response to community needs and political opportunities.

Financial and Resource Management

- Ensure the financial sustainability of the organisation, including through fundraising, donor liaison, and diversification of income streams.
- Oversee the development, implementation, and monitoring of organisational and programme budgets.
- Ensure sound financial controls and risk management practices.

People and Culture

- Lead, support, and oversee the management team in fulfilling their roles and building a strong organisational culture.
- Ensure that Triangle Project remains a feminist, queer-affirming, and trauma-informed workplace.
- Oversee staff recruitment, development, performance management, and wellness strategies.
 - Encourage a culture of learning, care, accountability, and shared leadership.

Monitoring, Evaluation and Reporting

- Guide the development of M&E systems that support learning, accountability, and impact storytelling.
- Ensure timely reporting to the Board, funders, and key stakeholders.
- Foster a culture of reflection, documentation, and adaptive learning across the organisation.

Key Linkages and Interfaces

Internal Linkages:

- o Management Team: Strategic planning, integrated operations, programme alignment, team performance.
- o Finance and Operations: Budget management, procurement, compliance, HR, risk mitigation and fundraising.
- o Board of Directors: Reporting, strategic guidance, governance support.
- o Staff Collective: Organisational culture, internal communication, collective processes.

External Linkages:

- o Donors and Funders: Relationship building, proposal development, fundraising, financial reporting, strategic alignment.
- o Partner Organisations and Networks: Strategic collaboration, advocacy, joint initiatives, coalition building.
- o Government and Public Institutions: Representation, policy engagement, community-level advocacy.
- o Media and Public Engagement: Thought leadership, public visibility, narrative shaping.

Qualifications and Experience

Education:	Bachelor's degree in Social Sciences, Public Health, Gender Studies, Development, or related field (required). Postgraduate degree (Honours or Master's) strongly preferred.
Experience:	Minimum 5–10 years of progressive leadership experience in the NGO or human rights sector. Proven experience in managing programmes, budgets, teams, and organisational systems. Demonstrated experience in resource mobilisation/fundraising and donor relationship management. Experience working in or with LGBTQI+ communities, with a strong commitment to social justice.
Skills and Attributes:	Exceptional leadership and people management skills. Strong political analysis and communication skills (written and verbal). Strategic thinker with the ability to hold long-term vision alongside short-term priorities. High level of integrity, resilience, and emotional intelligence. Ability to manage complexity, uncertainty, and crisis with care and accountability. Strong financial literacy and comfort with financial oversight. Willingness to network for resource mobilisation purposes. Fluency in English; additional South African languages an advantage.

Travel:	Willingness to travel within South Africa and internationally as required.
---------	--

How to Apply

Interested candidates should submit their resume and a cover letter detailing their relevant experience and interest in the position to **ncedisa@tifcw.org** by **September 18, 2025**.

We encourage all qualified individuals, especially those from the LGBTQI+ community, to apply.

Please note that we are committed to our internal staff growth and development, therefore priority will be given to finding a suitable internal candidate. Practically: the Selection Committee will review internal applications first. If a suitable candidate is not identified, the committee will then review applications from external candidates after September 14. If that part of the process doesn't yield a suitable candidate for the role and the organisation we will initiate a new process.