



Executive: Digital Skills Fund

Who we are

The Collective X (TCX) is at the forefront of tackling South Africa's critical shortage of digital skills. As a dynamic not-for-profit organisation, we meaningfully connect the supply and demand of South African digital skills by facilitating the right training, at the right time, for the right price, to impact our future in the right way.

Spearheaded by a team of seasoned professionals with extensive backgrounds in social impact, government, private sector, and programme management and supported by a profiled and experienced board that provides financial and governance oversight, we are on track to inject 10,000 new digital jobs for marginalised young people into the economy.

While still a young organisation, The Collective X is very well supported by several philanthropic and business organisations, guaranteeing stability and sustainability over the coming years. With a rapidly expanding network of donor partners and robust support from the business community, senior leaders, and business influencers nationwide, we are experiencing rapid scale and are poised for significant impact.

Join us in our mission to revolutionise South Africa's digital landscape and make a tangible difference in the lives of its people. At The Collective X, you will be part of a cutting-edge organisation in a fast-paced environment, where innovation thrives and meaningful work with impact is at the heart of everything we do.

Roles & responsibilities

To secure outcomes funding and working capital and oversee the investment management, marketing and administration of the Digital Skills Impact Fund (DSIF).



- **Fundraising**

Developing and executing fundraising strategies to support TCX's strategic goals.

Cultivating relationships with donors, corporations and foundations

Planning and overseeing campaigns and activities to raise funds.

Attending meetings with prospective and current donors and making presentations.

Preparing and presenting funding proposal on behalf of TCX to prospective donors.

Aligning donors' interests with TCX's strategic objectives and goals.

- **Budget**

Ensuring sufficient funding is available to support the projected expenditure for the fiscal year.

- **Governance and compliance**

Formalising the governance structures and internal controls, in accordance with the approved DSIF Term Sheet.

Ensuring compliance with the approved DSIF Term Sheet.

Operating within the legal and regulatory framework that governs funds, ensuring compliance with all relevant laws, regulations and guidelines.

Engaging legal counsel, where appropriate.

- **Outcomes funds:**

Governing the flow of funds between the parties, including:

- Receiving committed outcomes funding/investor funding;
- Disbursing working capital and outcomes funds.

- **Working capital**

Raising working capital for employer and skilling provider partners (where required under DSIF co-funded initiatives).



Understanding the different categories of funds available in financial markets to determine investor risk return profiles.

Selecting investors from each category based on selection criteria (minimum investment amount and alignment of investment mandate with the DSIF Term Sheet).

Governing the flow of funds between the parties, including:

- Receiving committed investor funds;
- Deploying working capital to implementation partners based on the working capital contract;
- Drawing down outcomes funding from the outcomes manager;
- Reimbursing respective investors based on agreed terms at the end of the performance period.

Required qualifications

Bachelor's degree in finance, accounting, economics, or a related field.

Experience & competencies

- 5+ years of experience in financial management, preferably in a not-for-profit or NGO environment.
- Strong knowledge of fund accounting, donor fund management, and compliance requirements.
- Experience with budgeting, financial forecasting, and cash flow management.
- Proficiency in financial software and tools (e.g., QuickBooks, Microsoft Excel).
- Excellent analytical, problem-solving, and decision-making skills.
- Strong interpersonal and communication skills, with the ability to explain financial concepts to non-financial stakeholders.
- Familiarity with investment management principles and ethical investing practices is a plus.
- Excellent leadership and strategic planning skills.





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- Strong analytical and business acumen.
 - Sound budgeting and financial management.
 - Honesty and integrity.
 - Innovative in problem solving.
 - Good work ethic.
 - Ability to multi-task and prioritise.
 - Ability to use discretion and deal with sensitive information in a confidential and professional manner
 - Excellent reporting capabilities.

Please send your application to nthabiseng@thecollectivex.org

Closing Date: 14 February 2025

