



## Join the HERS-SA Board: Empower Women's Leadership in Higher Education

- **Call for Applications**
- **Three Board Members (2026–2029)**

- **Deadline: 13 February 2026**
- **Apply: [info@hers-sa.org.za](mailto:info@hers-sa.org.za)**

### ABOUT HERS-SA:

**Higher Education Resource Services South Africa (HERS-SA)** is a dynamic non-profit organisation founded in 2003, dedicated to advancing gender equity and women's leadership in South Africa's higher education sector. We are on a mission to create lasting change by empowering women to lead, innovate, and transform institutions.

### OUR CORE VALUES:

At HERS-SA, we focus on:

- Delivering accessible education, training, and leadership programmes tailored for women in higher education.
- Empowering women to step into leadership roles and become inspiring role models.
- Building robust leadership skills and confidence among women leaders.
- Fostering networks and peer support for women across the sector.
- Challenging institutional cultures to drive workplace transformation and eliminate gender inequities.

### EXCITING OPPORTUNITY: BOARD MEMBER POSITIONS (2026–2029)

We are seeking passionate, visionary leaders to join our Board! HERS-SA invites applications for **three Board Member positions**, each specialising in a key area. These roles offer a chance to shape the future of gender equity in higher education. Reasonable expenses will be reimbursed, with a commitment to at least four **(4) meetings per year** (plus additional as needed).

#### 1. BOARD MEMBER: HUMAN RESOURCES (HR) AND ORGANISATIONAL DEVELOPMENT

Lead the way in building a strong, sustainable team. Key responsibilities include:

- Offering strategic oversight on HR policies, practices, and systems.
- Advising on staff matters like performance management and organisational capacity.
- Guiding staffing models, contract staff usage, and long-term sustainability.
- Ensuring HR aligns with labour laws, best practices, and our core values.
- Supporting succession planning and development initiatives.
- Reporting HR updates to the Board.

#### 2. BOARD MEMBER: LEGAL, COMPLIANCE, AND GOVERNANCE

Safeguard our organisation's integrity and compliance. Key responsibilities include:

- Providing expert legal guidance as needed.
- Ensuring adherence to laws, regulations, and governance standards.

- Overseeing legal, ethical, and fiduciary responsibilities.
- Reviewing decisions, policies, and procedures for legal soundness.
- Advising on contracts, MoUs, risk management, and stakeholder agreements.
- Aligning with best-practice governance for non-profits.

#### 3. BOARD MEMBER: COMMUNICATIONS, MARKETING, AND FUNDRAISING

Amplify our voice and secure resources for impact. Key responsibilities include:

- Strategic communications, marketing, and fundraising efforts.
- Contribute in developing and monitoring a sustainable fundraising plan.
- Identifying and nurturing donors, partners, and funders.
- Tracking progress on fundraising goals.
- Assisting with proposals, reports, and promotional materials.
- Boosting brand visibility, engagement, and advocacy.
- Delivering updates to the Board.

#### WHAT WE ARE LOOKING FOR IN ALL BOARD MEMBERS

We are seeking individuals who:

- Are deeply committed to advancing gender equity and women's leadership in higher education.
- Will proudly serve as HERS-SA ambassadors.
- Uphold fiduciary duties and ethical standards for a registered non-profit.
- Understand the unique challenges women face in the sector.
- Are available for quarterly meetings and occasional representation.
- Respond promptly to communications and contribute actively.
- Excel in networking and advocacy.
- Bring knowledge or experience from higher education.

#### EXPECTATIONS FOR BOARD SERVICE

As a Board Member, you'll:

- Attend four (4) quarterly Board meetings (mostly online) and the Annual General Meeting (AGM) (in-person).
- Engage in strategic planning and reviews every 3–5 years.
- Support fundraising and resource mobilization.
- Join sub-committees as needed.
- Actively advance HERS-SA's vision and mission.

This is your opportunity to make a real difference, join a collaborative Board driving equity and empowerment!

#### HOW TO APPLY

Submit your:

- **Comprehensive CV**
- **Motivation letter** specifying the Board role you are applying for and explaining:
  1. Your interest in serving on the HERS-SA Board
  2. Why you are passionate about our mission
  3. Your relevant board or governance experience.