



VACANCY AT WESSA

Head of Philanthropy and Resource Mobilisation (PRM)

Brief Overview of the Position

WESSA is looking for a Head of Philanthropy and Resource Mobilisation to lead the implementation of our fundraising strategy and build a diversified, sustainable funding base for WESSA's conservation and education work across South Africa. This is a senior leadership position reporting into the CEO, with governance responsibility for WESSA's donor pipeline, bequest records, and the PRM unit's budget. You'll review and implement a target-driven strategy that blends restricted (programme-aligned) and unrestricted income.

KEY RESPONSIBILITIES OF THIS ROLE:

The Head of Philanthropy and Resource Mobilisation will implement and drive WESSA's target-driven fundraising strategy, blending restricted and unrestricted income across individual, foundation, corporate and government donors to diversify our funding base and grow long-term donor relationships. The role provides ExCo-level leadership in aligning fundraising with WESSA's organisational strategy and programme priorities, setting the standard for how opportunities are identified, allocated and reported, integrating grant development into programme planning, and ensuring Monitoring & Evaluation is embedded so impact reporting is credible to funders and the Board. It also carries budget accountability for the PRM unit against blended income targets. As WESSA's donor relationships lead, the role partners with the CEO and ExCo to strengthen our regular bulk giving base, represents WESSA at high-level events, and builds strategic partnerships across sectors to secure sustained support for our work.

QUALIFICATIONS AND EXPERIENCE

- Relevant tertiary qualification in Fundraising, Development Studies, Business Management, Marketing, Environmental Science, or a related field. Postgraduate qualification and/or professional fundraising membership advantageous.
- Minimum 8 - 10 years' progressive fundraising or philanthropy experience, with at least 5 years in a senior leadership role (preferably NPO, environmental or conservation sector).
- Proven track record of designing and delivering blended restricted/unrestricted income strategies, securing multi-year partnerships (individuals, foundations, corporates, government, legacy), and strengthening regular/bulk giving.
- Experience integrating fundraising and grants into programmes, operating at ExCo/Board level, managing pipelines and bequests, unit budgets and a small team.
- Knowledge of the South African and international environmental funding landscape advantageous.

SKILLS

- Strategic implementation of target-driven fundraising strategies aligned to organisational priorities and unrestricted funding needs.
- Excellent relationship-building, cultivation and stewardship across diverse donor segments.
- High-level written and verbal communication, proposal development, impact reporting and senior stakeholder representation.
- Analytical and financial acumen for target-setting, budget tracking, pipeline governance and transparent resource allocation.
- Strong ability to manage systems, coordinate grant integration with programmes and ensure credible M&E reporting.



- High integrity, resilience and genuine commitment to WESSA's mission.

LOCATION: (Where will the individual be based):

The individual will be based at WESSA's office in Johannesburg. Travelling will be required.

NOTE: WESSA is an equal opportunity employer. We encourage applications from individuals of all backgrounds and experiences. WESSA reserves the right not to make an appointment to the post as advertised.

Please forward your application to:

WESSA Human Resources, via email to: applications@wessa.co.za

Please state Internal Application: **Head of PRM** in the subject line; and submit your covering letter, CV and any supporting documentation as a combined, single PDF file.

Closing date of applications: 12h00 SAST, 09 September 2026