



Equal Education is excited to fill the following vacancy!

COMMUNICATIONS MANAGER

Reports to: General Secretary
Level: Mid Management
Location: Khayelitsha, Western Cape
Duration: Permanent
Salary range: From R410 000, the final salary will be determined in line with the successful candidate's experience.
Closing date: 20 November 2026

About Equal Education

Equal Education (EE) is a youth-led mass democratic movement of learners, post-school youth, parents, teachers and community members who use mobilisation and public action, supported by careful research, to empower young activists and ensure equality in South African education. A democratic movement, EE's National Council (made up of learners, parents, post-school youth, and experienced activists along with our General Secretary and Deputy General Secretary) are elected at our national Congress, held every three years.

Equal Education aspires to be a place where all of our members become **conscious** and **active** participants in society who strive to **resist patriarchy, tribalism, ageism, sexism, racism and other forms of discriminatory practices that operate in our homes, communities and places of work**. As a member of staff, one must commit to upholding EE's principles for a safe and welcoming work environment. Our principles aim to create an environment that enables **growth**, inclusivity **and is safe** for all who pass through the organisation.

About the position

The **Communications Manager** should be a self-motivated, proactive and curious person who is committed to learning. The position requires strategic and analytical capacities and relies on strong decision making, problem solving, and coordination skills. The Communications Manager leads on developing and aligning EE's communications strategy with the organisation's political strategy. They create, implement and manage all internal and external communications at Equal Education (EE). They ensure that EE's public image and EE's campaigns are accurately reflected and promoted.

Responsibilities

Communications and media

- Write, edit and disseminate media statements, op-eds and newsletters
- Manage the production of publications including EE's annual report, internal education guides and research reports
- Coordinate and support the production of campaign materials such as pamphlets and t-shirts.
- Oversee the coordination of media interviews, and responses to media queries
- Ensure quality visual and audio content is captured at EE events
- Oversee and support the creation of engaging content for all EE's digital platforms
- Oversee and support the management of all EE's digital platforms (including the website), ensuring audience engagement and growth
- Manage the production of documentary videos and podcasts
- Oversee the maintenance of the archives for all EE's internal and external communications materials

Leadership and management

- Contribute to EE's strategic direction and vision, through organizational strategic planning



discussions

- Drive, review, and ensure the movement-wide implementation of EE's overarching communications strategy aligned with EE's strategic vision
- Manage and oversee the strategic plan, budget, workflow and outputs of the Communications Department
- Work with Heads of Departments to lead the execution and evaluation of media strategies for various provincial and national campaigns
- Report on the progress of and plans for the Department to EE's management structures and the National Council.
- Performance management of the communications department staff, fellows and interns. Including recruitment, training, capacity building and maintaining a constructive work environment.
- Oversee EE's communications network databases and relationship management with media and communications stakeholders
- Support the development of communications skills among EE staff and membership

Qualifications, skills and competencies

- Degree in Journalism or Communications or Social Sciences with demonstrated work experience, in a similar senior/management/team leadership role.
- Minimum three years practical experience in communications.
- Strong commitment to and background in human rights, and social justice, or democracy advocacy
- Proven ability to develop effective communications strategies (internal and external)
- Excellent writing and editing skills.
- Proficiency in multiple digital and social media platforms and demonstrated ability to maximise these for social justice advocacy
- Proficiency in online content development tools (such as Canva, Wordpress, Photoshop, social media scheduling tools, video editing apps)
- Knowledge of the South African socio-political context and the impacts on social justice and the right to education
- Previous experience in a social movement, community-based organisations or public interest law sector would be beneficial
- Strong spoken and written English and at least one other South African language (Nguni language preferred) would be an advantage.

Application process

A complete application consists of 1) a cover letter, motivating for your suitability to the position, 2) your curriculum vitae, including three contactable professional references and 3) up to five examples of different types of communications outputs that you have produced. This should include written work such as Opinion Editorials, or Press releases, publications where you have played a role in drafting, editing or layout, and digital media outputs. Please specify your role in relation to each output you submit.

Applications must be sent to hr@equaleducation.org.za, by close of business on 20 November 2026.

Shortlisted candidates will be contacted and required to complete a written assignment prior to attending an interview.