



EQUAL EDUCATION, A DYNAMIC YOUTH-LED SOCIAL JUSTICE ORGANISATION IS SEEKING AN EXTERNAL VOLUNTEER HR SUB-COMMITTEE MEMBER

About Equal Education: Human Resources SubCommittee

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.

EE's vibrant youthful staff complement of 43 leads the movement of over 5000 high school learners, nearly 1000 post-school youth members, and nearly 500 parent members. In addition to our core business of pursuing education justice through a social movement approach, EE invests in development through an annual Community Leaders Internship Programme, which provides work opportunities to many first-time job seekers, as well as through internal advancement of staff to middle and senior management levels. To find out more about our work, visit our [website](#) and follow us on our social media platforms



To support strong people governance across the organisation, the National Council established the HR SubCommittee to provide governance oversight and strategic guidance on human resource matters within Equal Education. The Subcommittee supports the National Council in fulfilling its governance responsibilities while advising the Secretariat, the Senior Management Team (SMT), and the Human Resources (HR) function on matters relating to EE's people, policies, and employment practices.

The HR Subcommittee has played a pivotal role in the development and formalisation of EE's human resources policies, procedures, and governance frameworks, ensuring that the organisation's employment practices are fair, legally compliant, and aligned with its values.

More about the HR Subcommittee and Who We are Looking For

The EE's HR SubCommittee currently comprises: A National Council representative (Deputy General Secretary); a staff representative; a legal representative specialising in labour law (Industrial Relations and Law Expert), A representative from a partner organisation working in



HR related matters (HR Expert); an HR Officer(HR Coordinator) and the Equal Education Senior: Operations Manager.

We are particularly looking to appoint an individual with demonstrated expertise in youth development, learning and development or skills development to complement the existing mix of skills and experience.

Please see below additional information.

Key Responsibilities

In accordance with the delegation of authority from the National Council, the HR Subcommittee is required to:

- Provide general oversight over the implementation of Equal Education's policies and procedures.
- Ensure that EE's policies and procedures are regularly updated to reflect the relevant law as amended from time to time;
- Review EE's policies and procedures in line with the organisation's evolving needs and priorities;
- Provide guidance to the Secretariat on an appropriate performance appraisal process for the General Secretary and Deputy General Secretary, respectively;
- Give guidance to the HR department and the SMT on an appropriate performance appraisal process for staff; and
- Provide guidance to the Secretariat and the SMT on annual bonus payments, salary bands and increases where necessary; and
- Advice and support to the Secretariat and SMT on HR related matters when requested.

Key matters requiring advice and support from EE's HR Subcommittee

- The organisation's human resources strategy and its alignment with Equal Education's strategic objectives.
- Human resources governance, policies, and compliance with applicable South African labour legislation and governance best practices.
- The effectiveness and fairness of remuneration, benefits, and remuneration benchmarking frameworks.
- Oversight of performance management frameworks and organisational accountability mechanisms.
- Oversight of recruitment, succession planning, and workforce planning frameworks.
- Organisational culture, employee well-being, leadership development, and staff retention.
- Learning, development, and skills development strategies.



- Labour relations governance, including oversight of disciplinary, grievance, incapacity, and dispute resolution frameworks.
- Employment equity, diversity, inclusion, and transformation.
- HR related organisational risks and mitigation strategies.
- Monitoring HR trends, organisational people metrics, and compliance to support informed governance decisions.

Terms of Office and Remuneration (Unpaid):

Appointed members will serve a three-year term, subject to review and reappointment by the National Council in accordance with Equal Education's governance processes.

This is a voluntary, unpaid position. Committee members are expected to contribute their time, expertise, and strategic guidance in support of Equal Education's mission and governance responsibilities.

This is a unique opportunity to apply your professional expertise to strengthen Equal Education's governance and contribute to building a just and equitable education system in South Africa.

Skills and Qualifications

- A postgraduate qualification in Human Resources, Organisational Development, Public Administration, or a related course.
- Experience working with NGOs, NPOs, or mission-driven organisations.
- Experience developing and implementing or advising organisations on skills development strategy.
- At least 3-5 years' experience in learning and development, skills development, HR, organisational development, or a related field.

Members may be appointed based on their experience and ability to contribute strategically to EE's people governance.

How to Apply:

To apply for this position please send your CV and brief motivation letter to hr@equaleducation.org.za and cc Nozipho Njomo Nozipho@equaleducation.org.za
The closing date for this position is 14 August 2026.