



NPO JOINT COLLABORATION OF SOUTH AFRICA

Detailed Organizational Structure & Leadership

March 2026

Board of Directors Overview

Board Composition

The Board of Directors comprises 11 members who provide strategic oversight and governance for the NPO Joint Collaboration of South Africa. The board represents diverse sectors including corporate, nonprofit, academic, and community leaders.

They meet regularly to review performance, approve initiatives, and ensure compliance with legal requirements.

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BOARD MEMBERS

Key Responsibilities

Strategic Direction

Governance

Oversight

Compliance

Financial Stewardship

Stakeholder Relations

Core Leadership Positions

Senior Board Leadership and Executive Authority

Chairperson

BOARD LEADERSHIP

Mr V Ntshuba

Leads the board and serves as primary representative in external matters and strategic governance.

Deputy Chairperson

BOARD LEADERSHIP

Mr M Mponzo

Supports the Chairperson and assumes leadership responsibilities in their absence.

Secretary General

EXECUTIVE AUTHORITY

Dr S Poswa

Core duties are meeting management, records and compliance, governance support, institutional memory and communication hub.

Chief Executive Officer

EXECUTIVE AUTHORITY

Mr ZS Yokwana

Chief executive officer responsible for all operational management and strategy implementation.

Deputy Secretary General

EXECUTIVE AUTHORITY

Dr T Nomtshomgwana

Supports the Secretary General and manages strategic initiatives and organizational development.

Treasurer General

FINANCIAL LEADERSHIP

Ms. L Litha

Oversees all financial matters and ensures fiscal responsibility and transparency.

Deputy Treasurer General

FINANCIAL LEADERSHIP

Ms Mthimkhulu

Supports the Treasurer General in financial oversight and budgetary management.

Additional Board Members

Supporting Leadership and Advisory Roles

Core Support Roles

National Organizer

BOARD MEMBER

Mr N Mkhwanazi

Coordinates national organizing initiatives and ensures grassroots engagement across all regions.

Legal Advocate

BOARD MEMBER

Advocate Y Goniwe

Provides legal counsel and ensures organizational compliance with all applicable laws and regulations.

Board Member

BOARD MEMBER

Bishop Majija

Brings community and faith-based perspectives to board deliberations and strategic decisions.

Advisory Committee

Advisory Committee

Advisory Committee

ADVISOR

Professor BZ Gobingca

Offers academic expertise and thought leadership on organizational development and program innovation.

Executive Management Overview

Operational Leadership and Strategic Implementation

Executive Layer Structure

The Executive Management layer comprises 7 senior leaders who report directly to the Secretary General (CEO). These executives oversee major organizational functions and are responsible for implementing strategic initiatives and managing day-to-day operations.

The executive team works collaboratively to ensure organizational effectiveness, program quality, financial sustainability, and stakeholder engagement across all operational areas.

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EXECUTIVE POSITIONS

Key Operational Areas

Programs & Implementation

Financial Management

Operations & Administration

Communications & Branding

Risk & Compliance

Human Resources

Executive Support

Executive Director & Support Team

TIER 1: EXECUTIVE LEADERSHIP

Executive Director OPERATIONAL LEADERSHIP

REPORTS TO Secretary General

KEY RESPONSIBILITIES

- Principal operational officer overseeing day-to-day operations
- Manages program delivery and organizational performance
- Supervises executive management team
- Implements board strategic decisions

TIER 2: EXECUTIVE SUPPORT

Assistant Executive Director (Mr. D Noxaka) EXECUTIVE SUPPORT

REPORTS TO Executive Director

KEY RESPONSIBILITIES

- Supports Executive Director in operational management
- Manages strategic initiatives and special projects
- Coordinates cross-functional organizational activities
- Assumes Executive Director duties when needed

Program Operations & Coordination

Regional Program Implementation and District Network

Program Director (Mrs. V Duma)
EXECUTIVE MANAGEMENT

Position: Program Director

Oversees all program implementation, coordinates district operations, manages program quality and impact measurement, and engages with stakeholders across all Eastern Cape districts.

District Coordinator Network

OR Tambo
District Coordinator

Alfred Nzo
District Coordinator

Chris Hani
District Coordinator

BCM
District Coordinator

Amathole
District Coordinator

Nelson Mandela Bay
District Coordinator

Joe Gqabi
District Coordinator

Sarah Baartman
District Coordinator

Finance & CFO Operations

Financial Leadership and Fiscal Management

Chief Finance Officer (Ms. P Peterson)

Reports To: Treasurer General

Department: Finance

- Overall financial management and strategy
- Accounting and financial reporting
- Budget development and management
- Financial compliance and controls
- Audit coordination and oversight
- Fiscal policy development

Finance Officer

Reports To: Chief Finance Officer

Department: Finance

- Daily financial operations management
- Accounts payable and receivable
- Payroll processing and management
- Financial record keeping
- Budget tracking and reporting
- Financial reconciliation

Operations & Support Services

Organizational Coordination and Human Resource Management

Chief of Staff (Ms. S. Sibanda)

Reports To: Executive Director

Department: Operations

- Operational coordination across departments
- Strategic project management
- Organizational efficiency optimization
- Board liaison and coordination
- Human resources oversight
- Cross-functional team leadership

Human Resource Manager

Reports To: Chief of Staff

Department: Human Resources

- Recruitment and talent acquisition
- Employee relations management
- Training and development programs
- Performance management systems
- Compensation and benefits administration
- Organizational development initiatives

Communications & Compliance

Organizational Branding, Stakeholder Engagement, and Risk Management

Marketing & Communication

Marketing & Communication Director

Reports To: Executive Director

Department: Communications

- Develop and manage organizational branding
- External communications and media relations
- Stakeholder engagement and outreach
- Marketing and promotional campaigns
- Digital communications and social media
- Annual reports and publications

Risk & Compliance

Risk & Compliance Officer

Reports To: Executive Director

Department: Compliance

- Regulatory compliance monitoring
- Risk assessment and mitigation
- Policy development and implementation
- Audit coordination and management
- Internal controls and governance
- Compliance training and awareness

Eastern Cape District Coordinators

Regional Program Implementation and Community Engagement

OR Tambo
District Coordinator

EASTERN CAPE

Alfred Nzo
District Coordinator

EASTERN CAPE

Chris Hani
District Coordinator

EASTERN CAPE

BCM
District Coordinator

EASTERN CAPE

Amathole
District Coordinator

EASTERN CAPE

Nelson Mandela Bay
District Coordinator

EASTERN CAPE

Joe Gqabi
District Coordinator

EASTERN CAPE

Sarah Baartman
District Coordinator

EASTERN CAPE

Organizational Summary & Key Takeaways

Complete Overview of Structure, Hierarchy, and Organizational Principles

Key Statistics

27	Total Leadership Positions
11	Board Members
7	Executive Management
3	Department Specialists
8	District Coordinators

Organizational Hierarchy

Board of Directors Strategic governance and oversight
Executive Management Operational leadership and direction
Department Specialists Functional expertise and support
District Coordinators Regional program implementation

Key Principles

Clear Hierarchy Ensures accountability and efficient decision-making
Functional Separation Separates functions for proper oversight and control
Regional Coordination Enables localized implementation with central oversight
Leadership Continuity Dual leadership ensures organizational stability