

Rustenburg Community Development Trust (RCDT)

Position Available: Independent Trustee

Location: Rustenburg

1. About the Trust

The primary objective of the **Rustenburg Community Development Trust (RCDT)** is to carry out **Public Benefit Activities** through community development for poor and needy beneficiaries, including the promotion of **community-based projects** relating to self-help, empowerment, capacity building, skills development and anti-poverty measures, undertaken by the trust on a non-profit basis and with an altruistic or philanthropic intent.

2. The Role of the Independent Trustee

Trustees play a vital role in safeguarding and **growing the Rustenburg Community Development Trust's assets** for the benefit of the beneficiaries. This position carries significant responsibility, including acting with care, diligence and integrity; managing and administering Trust properties responsibly; maintaining accurate records and transparent financial reporting; ensuring compliance with all legal and tax obligations and upholding accountability and trust in every decision.

Trustee Responsibilities

- Understand and exercise fiduciary duties in accordance with applicable legal provisions.
- Provide strategic direction and contribute to the development of policies to ensure the Trust fulfils its mandate and long-term sustainability.
- Attend Board meetings and actively contribute to discussions and decision-making.
- Provide advice and support to the Trust when required.
- Ensure compliance with the Trust Deed and all applicable legislation and regulations, including those governing its status as a Public Benefit Organisation (PBO).
- Ensure the Trust applies its resources solely in pursuit of its objectives and maintains financial sustainability.
- Act independently and with impartiality in all matters relating to programmes, beneficiaries and decision-making.
- Protect and manage the assets of the Trust, including ensuring responsible financial oversight and investment of funds.
- Safeguard the reputation, values and integrity of the Trust and represent the Trust appropriately when required.
- Identify, assess and appropriately address risks or disputes arising while fulfilling trustee duties.
- Ensuring that the Trust has appropriately constituted and effective Board committees as required by the Trust Property Control Act, Trust Deed and recommended by best corporate governance practice that the Trust chooses to apply.
- Monitoring of the relationship between the Trust and its beneficiaries.
- Ensuring the integrity and effectiveness of the Board and its committees.

The Independent Trustee **shall not be:**

- An office bearer of a political party or political movement, or hold office within a municipality, provincial government or national government.
- A member of a Municipal Council, Provincial Legislature or the National Parliament and/or a Traditional Leader or an appointed member of a Traditional Council.
- A beneficiary, related or interrelated person to the Trusts within a Group Company, the Trust or Lefa La Rona Trust.
- A significant supplier to, or a customer of, a Group Company, the Trust or Lefa La Rona Trust.
- A shareholder, employee, officer, director or related to any persons referred to above.

3. Minimum Eligibility Requirements

Candidates with experience in the following are encouraged to apply:

- Financial background, formal education (degree or postgraduate degree).
- At least five years' experience in the field of community and/or human development with skills commensurate with those required to realise the Trust Objectives.
- A minimum of five years' experience with executive management, trust governance, serving on Boards, with demonstrated experience in strategic planning, fundraising and/or resource allocation in the development or non-profit sector.
- Understanding of the Mining Sector.
- Candidates must not reside within the Rustenburg area.
- Must be a South African Citizen.

4. Desired Skills and Competencies

- Strong leadership skills.
- Proven strategic thinker with the ability to provide direction and oversight aligned to organisational goals.
- Fundraising abilities.
- Financial management and reporting skills.
- Knowledge of the legal and fiduciary responsibilities of an Independent Trustee, particularly within a Trust structure.
- An understanding of sustainable development (Social, Environmental and Economic Development) at the community level, including assessment, oversight and impact tracking.
- Deep understanding of community development, particularly in rural or underserved areas, including an understanding of transformation concepts and issues.
- Fluency in the Setswana dialect is advantageous for facilitating community/local engagements. While proficiency in these languages is not a critical requirement for the role of Independent Trustees, candidates possessing this skill are encouraged to highlight it in their application, as it may enhance their ability to connect with and understand the needs of the communities served by the Trust.

5. Term of Office

- The term of Office is 5 years, limited to two terms.

6. Required documents

- Curriculum Vitae
- Proof of qualification/s
- ID copy
- Proof of residential address (not older than three months)

7. Application submissions

Contact Person: Tsepo Senoamali

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Contact number: 011 544 0300

Closing Date: 10 April 2026