

Job Title: Training Director

Location: Western Cape, South Africa

Reports To: Chief Executive Officer / Executive Committee



About the Order of St John:

The Order of St John is an international humanitarian organisation dedicated to providing quality first aid, healthcare, and community service in alignment with our modern values of Humanity, Excellence, Integrity, and Service. In South Africa, St John operates training, community care, and eye care programmes that serve diverse communities and support the development of life-saving skills across the country.

Position Overview:

The Training Director will lead and expand the national training function of the Order of St John South Africa. This role carries strategic, operational, and financial responsibility for ensuring that all training services—particularly First Aid and related health training—are fully compliant with South African legislation and accreditation requirements, while also driving growth through innovation, partnerships, and excellence in service delivery.

Key Responsibilities:

1. Strategic Leadership and Departmental Growth

- Develop and implement a national strategy to expand the reach and impact of St John's training programmes.
- Drive the acquisition of new corporate customers and maintain strong relationships with existing clients.
- Identify new business opportunities, partnerships, and market segments to support sustainable growth.
- Ensure alignment of departmental goals with the strategic priorities and values of the Order.

2. Compliance and Accreditation

- Oversee and maintain full compliance with all statutory and regulatory frameworks governing training provision in South Africa.
- Secure and uphold accreditation with the Quality Council for Trades and Occupations (QCTO) and Health and Welfare Sector Education and Training Authority (HWSETA).
- Ensure all training programmes meet or exceed national standards and best practices in first aid and healthcare education.

3. Operational Excellence

- Provide leadership and direction to regional training managers, facilitators, and support staff.
- Ensure consistent quality, customer satisfaction, and operational efficiency across all training centres.
- Implement and monitor performance standards, evaluation systems, and continuous improvement processes.

4. Financial Management

- Manage the department's profit and loss (P&L) and ensure financial accountability and sustainability.
- Prepare and present financial and performance reports to the Executive Committee.
- Oversee budgeting, pricing models, and cost management strategies.

5. International Collaboration

- Liaise and collaborate with other St John establishments globally to deliver international training projects and share best practices.
- Represent St John South Africa in regional and global training initiatives where applicable.

6. Values and Leadership

- Champion and embody the new values of the Order of St John in all professional conduct and decision-making.
- Promote a culture of integrity, compassion, and excellence within the training division.

Qualifications and Experience:

- Proven experience in training management, accreditation processes, or related leadership roles.
- Strong understanding of QCTO and HWSETA accreditation frameworks.
- Demonstrated success in business development, customer acquisition, and stakeholder management.
- Experience in managing budgets, P&L, and departmental reporting.
- Exposure to or participation in international training initiatives or partnerships will be an advantage.

Personal Attributes:

- Strategic thinker with strong leadership and organisational skills.
- Exceptional interpersonal and communication abilities.
- Results-driven and innovative, with a focus on sustainable growth.
- Passionate about training, community development, and humanitarian service.

Application Details

Interested candidates should submit a comprehensive CV to Yolande.Oosthuizen@stjohn.org.za by 31 October 2025