



Maliasili is looking for a Portfolio Manager to join our passionate and fast-paced team in Madagascar. Maliasili is a dynamic and innovative organization that is taking a different approach to drive locally-led conservation impact in Africa. We find the best local conservation organizations and make them better by strengthening their organizational performance, leadership, and resourcing so that they can achieve greater impact. Our [partner portfolio](#) includes outstanding local and national organizations across Africa at the forefront of wildlife conservation, land restoration, and coastal fisheries. Our partners are pioneering conservation approaches grounded in community and indigenous land rights, generating economic opportunities from nature-based businesses, and restoring ecosystems across many of Africa's most important landscapes.

Our goals are to build a portfolio of Africa's best local conservation organizations, help them collaborate and learn from each other, and scale up their community-based conservation work, and their leadership capacity within the conservation field. Since Maliasili was founded over a decade ago, we've shaped a community of 182 conservation leaders across 17 countries, and support a portfolio of 40 organizations in ten countries with a growing set of tools to help improve their organizational performance. We have helped our partners generate or leverage more than \$15 million in funding for their work, increasing their impacts in the critical landscapes and ecosystems they work in.

The reason why we're successful at what we do is because our team is a tight ship operating on values of trust, diversity and fun. The Portfolio Manager we're looking for will be someone who shares these values and who is deeply passionate about community conservation in Madagascar. We work with cutting-edge management and leadership tools which invite us to be courageous, kind and independent thinkers who thrive in a team. If this sounds like a work culture which suits you, have a look at our ambitious [2025 strategic plan](#), and keep reading below!

Portfolio Manager - Madagascar

We are now accepting applications for a Portfolio Manager position to support community-based organizations in Madagascar. The position will be based in Madagascar, ideally in Antananarivo. This position will require approximately 30% travel within and beyond Madagascar. This position will work under Maliasili's Madagascar Senior Portfolio Manager. Applicants should be proficient in spoken French and English, and Malagasy is an advantage. We are looking for someone who has a particular flair for financial management and complex grant management. Maliasili is unable to sponsor work or residence permits for the successful applicant.

Role and Responsibilities

Managers lead and facilitate our organizational development support to our partners to help them become stronger organizations and achieve their goals and missions. Understanding the functional elements of an effective organization is at the core of what Maliasili does. Portfolio Managers should have command of these elements and the characteristics of a highly effective organization, to diagnose organizational challenges, and design processes to implement solutions and catalyze behavior change in our partner organizations.

The Manager will be responsible for the following:

- Managing relationships with the leadership of partner organizations, providing thought partnership and collaborative problem-solving.
- Working with partners to diagnose and develop joint plans to address major organizational needs and priorities.
- Design and lead effective organizational development interventions in areas such as strategic planning, work planning, strategic fundraising, financial management, monitoring & evaluation systems, and human resource management and recruitment.
- Understand the intrinsic link between leadership skills and organizational development in order to design processes and workshops accordingly for optimal results.
- Stay at the cutting edge of organizational development and community-based conservation to build on our expertise.
- Coordinating service provision from other Maliasili team members or external experts as a component of overall partner support.
- Managing relationships with partners and third-party funders or key collaborators, including overseeing contractual obligations, reporting requirements, and deadlines.
- Cultivating relationships with other organizations and developing a pipeline of potential partner organizations in Madagascar.
- Working with Maliasili's team to connect partners to appropriate networks, contacts, and resources within Maliasili's wider networks.
- Supporting Maliasili efforts, including but not limited to strategic planning, monitoring & evaluation.

Qualifications

Key attributes of the successful candidate will include:

- Strong experience, skillset, and technical understanding of organizational development, oversight of complex programs and/or business development. We are looking for someone who understands the challenges and imperatives in building effective, high-performing organizations and has a proven track record in doing this as either a manager or consultant or, ideally, both.
- Strong organizational diagnostic and analytical skills – the ability to quickly and accurately understand an organization's strengths, weaknesses, and priorities in a developmental sense.
- Experience and comfort in designing and facilitating effective meetings.
- Excellent problem-solving ability, capable of diagnosing problems and designing solutions.
- Strong capability to absorb and synthesize data and information.
- Outstanding interpersonal skills for facilitating workshops, engaging in communications, relationship management, and team processes.
- Outstanding ability to manage multiple processes in a dynamic environment, prioritize, multi-task, and deal with problems adaptively and with a sense of humor.
- Passion for Maliasili's mission to contribute to the development of organizational excellence and impact in African natural resource management and conservation organizations.

- Strong intellectual curiosity – we are looking for people who are critical thinkers, interested in learning new things and expanding their knowledge.
- Team player who enjoys engaging with and supporting colleagues but can also work autonomously when necessary.
- Broad and perceptive technical grasp of major issues in conservation, natural resource management, rural development, and land tenure in Madagascar.
- Very strong written and oral communication in French and English. Knowledge of Malagasy would be an advantage.
- Master's degree, approximately ten years of work experience, including management responsibilities.

Process

Interested candidates can apply by sending a cover letter and CV in PDF format to recruitment@maliasili.org. Applications must have a cover letter to be considered. The process will include a written assignment. The applications will be processed on a rolling basis, and the position will close once a suitable candidate is identified.

Maliasili is an equal opportunity employer with a strong organizational commitment to diversity, equity, and inclusion.