



*We are
recruiting!*

**Board
Opportunity**



About Maliasili



Maliasili is an accelerator organization that seeks to strengthen and grow outstanding, locally-led African natural resource and environmental organizations. Maliasili currently supports a curated portfolio of 60 African civil society organizations CSOs working in nearly 20 countries to advance community-led approaches to conservation and natural resource governance across over 70 million hectares of landscapes and marine areas. Through this growing network of partners, we are working to advance community-led conservation at a systemic scale, while strengthening African conservation leadership and getting more funding directed to locally-led organizations. Ultimately all of our work is about strengthening and scaling community-led approaches to conservation in Africa and beyond, based on strong, committed, well-resourced, and effective locally-led organizations.

Our next-phase goals, as described in our [2030 strategic plan](#), are to expand our portfolio to reach 100 leading African organizations working across 100 million hectares, while generating \$75 million in additional funding for our partners and other local organizations. We are also working to scale our tools and approaches for strengthening organizations to other parts of the world through new partnerships and methods of support.

To support our continued growth, ambitions, and overall mission, we have been expanding and diversifying our board over the past several years. Maliasili strives to develop a progressively stronger and more diverse board that can oversee and help drive the organization's growth and impact, as the scope of our work and opportunities for impact continue to expand.



Board Development Priorities & Positions

Maliasili's board currently comprises six individuals, three of whom are based in the US, one in the UK, one in Kenya, and one in Botswana (board member bios are available [here](#)). Maliasili is currently recruiting for at least two additional board members over the next 6-12 months, and are inviting recommendations from across our networks to the board's Governance Committee.

General criteria for board members include the following:

- Overall passion for Maliasili's mission and purpose to accelerate community-based approaches to conservation, by strengthening outstanding locally-led organizations, in Africa and beyond.
- General alignment with and enthusiasm for Maliasili's organizational culture and values.
- Ability to commit time and energy to the board role (and sufficient ability to control one's own schedule accordingly).

We are actively seeking two new directors with substantial executive-level experience in management and finance, drawn from either for-profit or non-profit backgrounds. Over the past eight years, Maliasili has grown significantly — from \$1M to \$11M in annual expenditure — and we are keen to add board leadership that can help us navigate the opportunities and complexities that come with that growth. We anticipate that one of the incoming directors will transition into the role of Board Treasurer over the next year.

For both of the above roles, and for our board composition overall, we value all aspects of diversity, and particularly encourage women candidates for either of the two roles. We would like one of the two new board recruits to be an African national and encourage candidates accordingly.



Board Roles & Functions

Maliasili's board plays the following key functions in exercising its responsibilities as the organization's overall governing body:

- **Determining the overall mission and vision** of the organization and the instruments used to deliver on the mission.
 - This includes **guiding, shaping, and approving multi-year strategic plans** and providing oversight on annual budgets and resource allocation as required to deliver on our longer term strategy.
- **Ensuring compliance** with legal requirements in line with Maliasili's scope of operations and legal status as a public charity in the US as well as in foreign countries where Maliasili is legally established in subsidiary form (at present, in Kenya).
- **Providing fiduciary oversight**, including of financial management systems and controls, approving of annual audits and budgets, overseeing and guiding approaches to managing major organizational risks, and overseeing management of financial and other assets.
- To directly **oversee and manage the executive leadership**, including employment decisions, setting compensation, and evaluating performance.
- To provide support in **mobilizing financial and other resources**, including through supporting fundraising and building Maliasili's networks, and being strong external ambassadors of the organization's brand and mission.
- **Developing the board's composition and operations** in a way that enables delivery of these core functions, including playing an active role in board recruitment and development.



Scope of Commitment

Maliasili values an active and engaged board. We manage our board processes efficiently, but with a growing organization and scope of resources and partnerships, the scope of work for our board has increased, and is a factor in the current board expansion. We have the following expectations for any new board members:

- Participation at four quarterly board meetings. Three of those are remote, online calls, usually lasting about three hours. We aim for one in-person meeting annually, which alternates between the US and Africa.
- Participation in at least one board committee (there are currently three board committees). Board committees also meet roughly quarterly, through remote online meetings, generally lasting about an hour.

Maliasili's board is a voluntary governance body and there is no compensation for board members' time, though all expenses are covered for travel and accommodations for board meetings are provided.

Interested?

Queries or outreach related to this board recruitment process, including from interested candidates, may be directed to board@maliasili.org.