OPPORTUNITY:

LEADERSHIP PROGRAM ASSOCIATE

Maliasili is a dynamic and innovative organization that is taking a different approach to drive conservation impact in Africa. We find the best local African 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 working 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.

Since its founding over a decade ago, Maliasili has built a portfolio of roughly 30 partners working across over 35 million hectares of critical landscapes and ecosystems in seven countries. We have helped our partners generate or leverage more than $15 million in funding for their work; developed a growing set of tools to help improve their organizational performance, and supported many of our partners to significantly grow their impacts in the field. 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 on the ground and their leadership capacity within the conservation field.

In 2016, Maliasili launched a program aimed to build more dynamic, effective, and creative leaders that can grow strong organizations and drive collaborations that can achieve large-scale change. To date, Maliasili has trained 82 African conservation leaders from 41 local organizations across 12 countries in East and Southern Africa. Our program works to strengthen and develop a rising generation of African conservation leaders and their organizations.

Maliasili is looking for a full-time Leadership Program Associate based in Tanzania or Kenya to join our team. In this role, you will be part of a growing leadership program team where you will provide important program facilitation and logistics support.

This position will require approximately 25% travel within East and Southern Africa. This position will work under Maliasili’s Leadership Development Program Coordinator – Core Programs and OD Integration. Applicants should be proficient in spoken and written English.
Roles and Responsibilities

Program Preparation and Implementation

- Contribute to and support the preparation, design, and implementation of the African Conservation Leadership Network and African Marine Conservation Leadership Program.
- Assist in the preparation, development, implementation, and follow-up (including coaching) of facilitated workshops and meetings in support of our leadership development programs.
- Lead on preparing and managing online learning tools and platforms in support of the ACLN and AMCLP programs.
- Work with teammates to develop and implement monitoring and evaluation tools for the ACLN and AMCLP programs. Take lead in the implementation of M&E tools, data collection, analysis, and compilation of reports.
- Share ideas and lessons learned in service delivery with teammates and identify opportunities for the team to learn from each other’s work.
- Support administration and logistics for the ACLN and AMCLP programs, liaising with participants, venue staff, and other vendors to ensure the smooth running of our events.
- Manage the leadership team shared drive and filing systems to ensure the most up-to-date course content is always easily and clearly accessible to the whole Maliasili team.

Network Engagement

- Support the team’s work in routinely engaging leadership program participants.
- Develop and nurture relationships with leadership program participants, helping to invigorate and ignite their engagement and activate peer learning.

Portfolio Linkages & Support

- In addition to primary responsibilities in the Leadership Program, the Associate will provide occasional thought partnership and co-facilitation support to portfolio managers and directors in the deployment of partner organizational development services.

What we’re looking for

Requirements:

- Strong interest in leadership development and/or organizational development, passionate about building high-performing organizations with effective leaders.
- Strong facilitation skills and experience— the ability to comfortably lead participatory group processes and quickly adapt and design new approaches when required.
- Excellent verbal and writing communication skills in English.
- Outstanding interpersonal skills in 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 while maintaining attention to detail.
● Passion for Maliasili’s mission to contribute to the development of organizational excellence and impact in African natural resource management and conservation organizations.
● A team player who can work independently but also enjoys working closely with a team.
● Driven to achieve, while also eager to learn and enjoys a good laugh.
● A master’s degree, or equivalent experience, and a minimum of 5 years of work experience.
● Ability to travel at least 25% of the time.

Compensation & Benefits

● Competitive salary. The actual salary will be commensurate to experience.
● Maliasili offers monthly home office and health insurance stipends.

Location

This is a remote, work-from-home position based in Tanzania or Kenya but will require approximately 25% travel within East and Southern Africa. Maliasili is unable to sponsor work or residence permits for the successful applicant.

Application procedure

Candidates should send a cover letter and resume to recruitment@maliasili.org with the subject line - Leadership Associate by 8th April 2022.

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