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.

Maliasili’s 2025 strategic plan describes an ambitious growth trajectory focused on tripling our portfolio of partners, expanding our geographic reach, and catalyzing a new generation of African conservation leadership. A key commitment in our strategy is to deepen Maliasili’s monitoring, evaluation, and learning efforts, with the desire to demonstrate high-quality accountability and adaptation in our work.

Coordinator – Geographic Expansion

Maliasili’s current strategic plan aims to significantly expand our portfolio of local partner organizations as we attempt to build on our past successes and support more outstanding local community conservation organizations so that they can achieve a more significant impact. Much of this growth will come from geographies in eastern and southern Africa, where we currently operate, but we are also looking to strategically expand our sphere of work and expand our model into new geographies. This process of geographic expansion will be based on finding opportunities where the following criteria are met:

- There is some level of momentum or opportunity to significantly advance community-based approaches to conservation and natural resource governance;
- There are promising local organizations and civil society leaders that would benefit from Maliasili’s support to strengthen their organizations, leadership, partnerships, and resources.
- There are opportunities for partnerships that can provide the local knowledge, resources, and collaboration that would support our work in new geographies where we lack as much institutional knowledge and history.

4 Carmichael St, Suite 111-193, Essex Junction, VT 05452
www.maliasili.org | Info@maliasili.org
The process of geographic expansion requires carefully scoping opportunities, building new networks, and evaluating options; the Coordinator will lead this scouting work, collaborating with the Chief Executive Officer.

Maliasili’s work and values stress the importance of partnerships, and we rely on collaborating with other organizations that share our values and ultimate conservation goals to learn about and network in new geographies. The Coordinator position will help us identify potential collaborators and design and implement pilot efforts to explore and understand new geographic areas and the potential for locally-led conservation impact.

Responsibilities

- Conduct research and fieldwork to develop an understanding of the policy framework and practice for community-based conservation in target geographies;
- Identify leading local civil society organizations and provide a high-level review and synthesis of the core organizational capacity needs, challenges, and priorities for conservation organizations working in target areas;
- Review organizations’ experiences with organizational development or capacity building and what kinds of support they have found valuable, effective, or alternatively ineffective;
- Review the capabilities and offerings of leading organizational capacity development service providers with experience working with local conservation and IPLC organizational;
- Develop options and recommendations for further investments in strengthening the organizational capacity of local organizations in target geographies;
- Build Maliasili’s networks of contacts and informants or advisors in new geographies, as well as be our lead ‘ambassador’ to present our work and brand in those new settings.
- Conduct due diligence on potential collaborating organizations;
- Design and implement strategic, collaborative projects that implement Maliasili’s theory of change in new environments;
- Collaborate with other Maliasili team members to lead initial organizational development engagements or potentially consulting assignments with local organizations.

Competencies

The successful candidate for this position will have the following skills and competencies:

- Foundational knowledge and commitment to community-based conservation;
- Understanding of organizational development principles;
- Strong understanding and experience with local or community-based organizations working on conservation, natural resource governance, land tenure, and management, or similar fields. All of Maliasili’s team are strongly grounded in the practice of community-based conservation and the realities and circumstances of leading and managing small or mid-size organizations that work with communities.
- Strong relationship development and management skills;
- A balance of strategic planning and project management, and execution skills;
- Depth of experience and practice in facilitation;
- Demonstrated ability to learn quickly on the job and interest in constantly expanding one’s knowledge and skills;
- Familiarity with online remote working platforms, such as Google Suite and Slack;
- Strong written and oral communication skills in English with additional language skills are highly preferable, particularly in French.
- Knowledge or experience of conservation and natural resource management efforts in different African geographies, particularly western and central Africa.
- Ability to work autonomously as part of a remote, diverse, and growing team;
- A creative, problem-solving mindset and can-do attitude;
- An interest in environmental conservation and our mission of support to local conservation organizations; and
- A sense of humor and a desire to make work fun.

**Reporting**
This position will report to the Chief Executive Officer.

**Location**
This is a remote, work-from-home position with significant travel and fieldwork.

**Compensation and Benefits**
A competitive salary commensurate with experience. Other benefits include health insurance or health stipend, home office stipend, and unlimited, discretionary paid leave.

**Process**
Interested candidates can apply by sending a cover letter and resume to recruitment@maliasili.org by 5th August 2022. We will conduct three rounds of interviews and anticipate the process to last approximately four weeks from 8th August 2022.