



AfricAid Seeks Board Member with Measurement and Evaluation and/or Academic Research Expertise

AfricAid, a 501(C)(3) organization with a budget of \$1M, is seeking a new Board member to help grow the organization's work by aiding the expansion and improvement of our research, monitoring and evaluation initiatives.

About AfricAid

AfricAid works to improve the standing of women in society through robust, locally-led mentorship initiatives that cultivate confidence, improve academic and health outcomes, and promote socially-responsible leadership skills. In close partnership with our sister organization, GLAMI (Girls Livelihood and Mentorship Initiative), we support mentorship opportunities that help secondary school girls in Tanzania complete their education, develop into confident leaders, and transform their own lives and their communities.

In 2020, AfricAid will support over 6,500 girls through GLAMI's two extracurricular mentoring programs: Kisa Project and Binti Shupavu. Kisa Project is a two-year leadership course that prepares girls in their last two years of secondary school to attend university and create positive social change in their communities. Binti Shupavu is a four-year life skills course for lower secondary school girls covering topics such as study skills, personal leadership, health, and self-confidence with the goal of increasing graduation rates for vulnerable girls.

Why Our Work Matters

A girl's education is often called the world's best investment – and for good reason. Educated girls avoid early pregnancy and child marriage, they earn more money, and raise healthier families. For each additional year of secondary school a girl completes, her earning potential increases by up to 25 percent. And by increasing the share of women with a secondary education by even one percentage point, a country can see their average GDP increase by .37 percent.

Yet in Tanzania, only 39 percent of girls are lucky enough to attend school. Those who do face significant financial, cultural, and environmental challenges that can undermine their ability to make the most of their secondary school opportunity, resulting too often in dropout.

Studies have shown that girls in particular can benefit from mentoring, and programs that focus on goal setting and factors of resilience (as ours do) have been shown to be most effective. The mentoring programs we support demonstrate proven results: 98 percent of GLAMI's Binti Shupavu participants (ages 13-18) graduated from lower secondary school in 2019, compared with a national average of 69 percent. 97 percent of Kisa Scholars (ages 17-21) continue on to university, compared with a national average of 3 percent. Alumnae from both programs are more likely to complete school and advance their education, and less likely to become pregnant or be married at an early age. Graduates go on to start their own businesses and hold leadership positions in their communities.

The programs we support create a ripple effect of change, and we have the data to back it up. We want someone with monitoring and evaluation and/or education research expertise to help us share our research and our learnings in the most impactful way.

About Our Board

AfricAid currently has 11 Board members who are responsible for setting the overall strategic direction of the organization. The Board member we are seeking would provide immediate value to the organization, helping to plan and implement a key piece of our newly-ratified strategic plan that involves growing and

adding to the body of research supporting monitoring and evaluation initiatives. With your help, we will use our compelling impact metrics to influence the global dialogue about the power of mentorship programs in advancing women's empowerment. And we will find new and more robust ways to monitor and evaluate the true impact of our work.

Our Board meets five times each year through a combination of in-person meetings and video conversations, as we currently have Board members reaching as far as San Francisco to Denver to Finland. There is also an annual Board retreat in Denver, Colorado, every fall. It is highly desired (and hopeful) that this retreat happens in person for all Board members. Support can be made available for Board members who cannot afford travel or lodging costs.

When you join our Board, we want to celebrate your arrival! That means we'll ask a lot of questions about your skills, your ideas, your background and your professional and membership affiliations at the beginning of our onboarding process. With your permission, we want to let everyone know about the impactful work you've just volunteered to support.

The ideal candidate will help advance our work by:

- Demonstrating a strong passion for women's empowerment, mentoring, education, and/or international development;
- Act as a thought partner to our MEL colleagues in Tanzania, providing counsel, guidance and feedback, upon request;
- Being willing to "peek under the hood," by looking at our current research and sharing suggestions on how we can better use the data collected to advance our overall mission;
- Provide expertise related to crafting effective monitoring and evaluation strategies;
- Generate awareness and interest in partnership amongst the academic/research community;
- Help guide the design of future research studies by our key partner in Tanzania, with an eye toward publication in widely respected scholarly journals;
- Provide support and guidance for seeking IRB approval for upcoming and future research projects;
- Introducing MEL/research achievements from our partners in Tanzania to your individual and institutional academic and research partners;
- Bring experience in cultivating and expanding institutional funding relationships, with regard to academic research, monitoring and evaluation;
- Build connections, cultivate contacts, and develop relationships with influential research partners;
- Enable our organization to connect with, learn from, and partner with academic funders that might be interested in supporting research, monitoring, and evaluation that advances girls' education;
- Helping cultivate relationships with institutional funders and corporate partners committed to advancing the standing of women in societies through data-driven approaches like ours, and
- Bring at least some familiarity with processes related to strategic planning and implementation.

Who We Are (and Who You Are)

- We see ourselves as a working Board. We want creative problem solvers who are willing to roll up their sleeves and work in partnership with staff and the Board to do what it takes to advance our work and help more young women access the proven mentoring programs we support.
- We are looking for a Board member who is so proud of the work we do that they are willing to talk about our impact in both professional and social settings, through their LinkedIn and Facebook pages, and anywhere else we might find potential new support – from the grocery store to your next socially distanced company Zoom happy hour.
- You do not need to be wealthy to join our Board. We want Board members who are rich with ideas and the commitment and ability to execute them. We want fresh perspectives from every corner of this country, from every walk of life and from every rung on the corporate (or nonprofit) ladder.
- You do not need prior experience to join our Board. We're an organization focused on mentoring; we can teach procedure – but we need you to provide the passion and vision. We know better than anyone that we all need (and can be) a mentor.

- You have professional experience and a passionate perspective to share. You've learned lessons along the way that you're eager to embed into our work and mission.

Why Our Board is Different

If you are passionate about improving the standing of women in society, about girls' education and empowerment, about cultivating confidence and improving health and academic outcomes for the next generation – our Board is the right place for you.

We want to harness your energy, utilize your talents, and channel your creativity to help us grow AfricAid in ways we never imagined.

In return, we will provide you with a peer group of kindred spirits, the opportunity to develop and build your own leadership skills, leading a committee or a project that will benefit AfricAid in a major way. We will provide you with the opportunity to build skills and grow your network. And, we will give you the opportunity to be part of something truly transformational.

Board Appointments

Members are elected to the AfricAid Board through an election process, including ratification by a vote of the full Board. Members serve staggered three-year terms, and each member is expected to participate in five Board meetings each year.

Our expectations for Board members include:

- Agreeing to make a personally significant financial contribution to our work each year, placing us in the top three charities to which you give;
- Commit your time and talents to our organization in a meaningful way;
- Promoting and otherwise communicating AfricAid's mission and programs within your networks;
- Participating in and/or fundraising for at least one AfricAid event per year (e.g., our signature fundraiser, Art and Soul);
- Attaining a good understanding of AfricAid's programs, finances and operations;
- Understanding and honoring the policies and procedures that govern AfricAid;
- Following the AfricAid Board member policies, including respecting confidential information and conflict of interest disclosure procedures;
- Attending 75% of Board meetings; and
- Participating in 1 (or more) committee(s) or leading a significant project

To Apply

Please send your resume and a cover letter explaining your interest in Board membership with AfricAid to Board Secretary and Governance Committee Chair, Michael Eber, at joinus@africaid.org.