



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 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 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 40 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 grow their impacts in the field significantly. 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.

## Portfolio Associate, Southern Africa

The Portfolio Associate - Southern Africa will be working under the Portfolio Manager, Southern Africa to participate in accelerating the growth of the Mozambican and Angolan Portfolios. The Associate will assist in the delivery of Maliasili's organizational development (OD) support to our partners. The Associate will work closely with Southern Africa Portfolio Managers to gain understanding of the functional elements that make a great organization, assist in diagnosing organizational challenges, and help to design plans to implement solutions to catalyze behavior change in our partner organizations.

### **The Associate will be responsible for the following:**

- Assist to manage relationships with the leadership of partner organizations, provide thought partnership and collaborative problem solving.
- Assist with the design of effective organizational development services offered by Maliasili in areas such as strategic planning, work planning, strategic fundraising, financial management, monitoring & evaluation systems, and human resource management and recruitment.

- Assist with design and facilitation of workshops with partners to make progress towards broader organizational development goals.
- Improve organizational development expertise and stay at the cutting edge of organizational development and community-based conservation.
- Support the cultivation of relationships with other organizations in the field and developing a pipeline of potential partner organizations in Southern Africa, particularly in Lusophone countries.
- Support the selection process and integration of new partner organizations into the Southern Africa portfolio.
- Work to connect partners to appropriate networks, contacts and resources within wider networks in Southern Africa and beyond.
- Assist with administrative and logistical needs for the smooth operation of Maliasili OD support in Mozambique and Angola.

**Additionally, the Portfolio Associate will have additional responsibilities including, but not limited:**

- Reviewing and analyzing reports, papers and data pertinent to our partners and the ecosystems in which they work;
- Designing meeting agendas and facilitation plans;
- Taking notes and analyzing outputs of meetings and workshops;
- Compiling reports, designing presentations, and editing documents; and
- Organizing event logistics.

## **Reporting**

The Portfolio Associate Reports to the Portfolio Manager, Southern Africa

## **Location**

This is a remote work from home position based in Mozambique but will require approximately 25% travel within Mozambique and Angola (with potential for other geographies as the position expands).

## **Qualifications**

- Strong interest in organizational development and/or enterprise development, passionate about building effective, high-performing organizations.
- Strong organizational diagnostic and analytical skills – the ability to quickly and accurately understand a problem and design solutions.
- Outstanding interpersonal skills in communications, relationship management, 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.
- Interest and understanding of major issues in natural resource management, rural development, and land tenure in Eastern and Southern Africa.
- A team player who can work independently but also enjoys working with a fun team
- Driven to achieve, while also eager to learn and enjoys a good laugh.
- A master's degree and minimum 5 years of work experience.
- Ability to travel at least 25% of the time.

### **Compensation and Benefits**

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

### **Process**

Interested candidates can apply by sending a cover letter and resume in PDF format to [recruitment@maliasili.org](mailto:recruitment@maliasili.org). Applications must have a cover letter to be considered.

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