



Maliasili is looking for a Senior Portfolio Manager to join our passionate and fast-paced team and to pioneer our work in West and Central Africa. Maliasili is a dynamic and innovative organization that is taking a different approach to driving locally-led conservation impact in Africa. We find the best local conservation organizations and make them better by strengthening their organizational performance, leadership, and resources so that they can achieve greater impact. Our [partner portfolio](#) includes outstanding local and national organizations across Africa 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.

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 and leadership capacity within the conservation field. Since Maliasili was founded over a decade ago, we've shaped a community of 182 conservation leaders across 17 countries and support a portfolio of 43 organizations in 12 countries with a growing set of tools to help improve their organizational performance. We have helped our partners generate or leverage more than \$15 million in funding for their work, increasing their impacts in the critical landscapes and ecosystems they work in.

We're successful at what we do because our team is a tight ship operating on values, including putting people first, making the complex simple, and being willing to constantly laugh, learn, and adapt. The Senior Portfolio Manager we're looking for will be someone who shares these values and is deeply passionate about community conservation in West and Central Africa. We work with cutting-edge management and leadership tools that invite us to be courageous, kind, and independent thinkers who thrive in a team. If this sounds like a work culture that suits you, look at our ambitious [2025 strategic plan](#), and keep reading below!

Senior Portfolio Manager, West and Central Africa

Position Summary

Senior Managers lead and facilitate our organizational development support to our partners to help them become stronger organizations and achieve their goals and missions. Understanding the functional elements of an effective organization is at the core of Maliasili's work, and senior managers should have command of these elements and the characteristics of a highly effective organization, be able to diagnose organizational challenges, and design plans to implement solutions and catalyze behavior change in our partner organizations. Senior Managers are also responsible for developing a portfolio strategy in their designated landscape or geographic area of focus, scouting and recommending potential partners, and managing portfolio staff.

Responsibilities

- Oversee partner relationship management and deliver OD service implementation in the focal area
- Develop portfolio strategy for focal area in collaboration with the Chief Portfolio Officer
- Lead scouting and due diligence of potential partners in the focal area to meet strategic portfolio growth targets
- Lead partner relationship management and OD service delivery
- Manage relationships with the leadership of partner organizations, providing thought partnership and collaborative problem-solving.
- Work with partners to diagnose and develop joint plans to address major organizational needs and priorities.
- Lead efforts to secure partner co-financing and broadly support Maliasili's fundraising efforts.
- Design and lead effective organizational development interventions in areas such as strategic planning, work planning, strategic fundraising, financial management, monitoring & evaluation systems, and human resource management and recruitment.
- Design and facilitate workshops with partners to make progress toward broader organizational development goals.
- Improve organizational development expertise and stay at the cutting edge of organizational development and community-based conservation.
- Coordinate service provision from other Maliasili team members or external experts as a component of overall partner support.
- Develop both internal and external collaborations and manage relationships with partners and third-party funders or key collaborators, including overseeing contractual obligations, reporting requirements, and deadlines.
- Cultivate relationships with other organizations and develop a pipeline of potential partner organizations.
- Work with Maliasili's team to connect partners to appropriate networks, contacts, and resources within Maliasili's wider networks.
- Support Maliasili's efforts, including but not limited to strategic planning, monitoring & evaluation.
- Collaborate with the Maliasili team to support implementing a leadership program, facilitating workshops, and engaging with the emerging leadership cohort.
- Oversee special projects.
- Direct management of portfolio team members in the reporting line.

Skills and Qualifications:

- Strong experience, skillset, and technical understanding of organizational development, oversight of complex programs, and/or business development. We are looking for someone who understands the challenges and imperatives in building effective, high-performing organizations and has a proven track record in doing this as either a manager or consultant or, ideally, both.
- Strong organizational diagnostic and analytical skills – the ability to quickly and accurately understand an organization's strengths, weaknesses, and priorities in a developmental sense.
- Experience and comfort in designing and facilitating effective meetings.

- Excellent problem-solving ability, capable of diagnosing problems and designing solutions.
- Strong capability to absorb and synthesize data and information.
- Outstanding interpersonal skills for facilitating workshops, engaging in communications, 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.
- Passion for Maliasili's mission to contribute to developing organizational excellence and impact in African natural resource management and conservation organizations.
- Strong intellectual curiosity – we are looking for people who are critical thinkers, interested in learning new things and expanding their knowledge.
- Team player who enjoys engaging with and supporting colleagues but can also work autonomously when necessary.
- Broad and perceptive technical grasp of major issues in conservation, natural resource management, and rural development in West and Central Africa
- Very strong written and oral communication in French and English.
- Master's degree, approximately ten years of work experience, including management responsibilities.
- Residency in a West or Central African country.

Reporting

This position will report to the Chief Portfolio Officer.

Location

This is a West or Central Africa-based remote, work-from-home position in a diverse global and remote operating team.

Compensation and Benefits

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

Process

Interested candidates can apply by sending a cover letter and CV in PDF format to recruitment@maliasili.org. We will process applications as they are received, and the vacancy will close immediately after a successful candidate is identified.

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