

## Board Member Advert

### About Kizazi

Kizazi is a global non-profit organization which works with local NGOs and governments to develop and spread new models for schools in under-resourced contexts. It has been developed by former leaders from Teach For All and Teach For India and its current core partnerships are in South Asia, West Asia and Africa.

Kizazi believes we need fundamental innovation in the design of schools around the world. Prevailing models of schools do not sufficiently respond to the impact of poverty and adversity on children, our growing understanding of how children learn or the changing needs of 21st century society. Kizazi supports the development of schools that enable the holistic growth of all children, rooted in local context.

Kizazi is at a critical juncture in our development. Since launching in 2018, we have demonstrated the need and potential of our work. Our current partnerships are working to redesign over 120 schools across Asia and Africa impacting more than 40,000 children. We have a great team, promising impact data, support from governments to grow and strong global and local funding partnerships. We have plans to significantly increase our reach and impact over the next 3 years by -

- Growing our current local partnerships to achieve system-level impact
- Initiating similar projects in countries across Africa and South Asia
- Catalyzing innovative school designs through accelerator programs
- Significantly developing our insights and research function to contribute to the global evidence base and debate

For more information, please visit Kizazi's website at [www.kizazi.org](http://www.kizazi.org)

### The opportunity

We have an experienced and motivated team of trustees who help drive Kizazi towards our mission. We are now looking to bring on 2 or 3 new trustees and are especially interested in individuals with experience and expertise in the following:

- International and African education funding and development architecture
- Working with and in governments in low resource contexts
- Scaling innovations in public education in low resource contexts

In this round of recruitment, we are seeking to onboard at least two African board members in line with our commitment to having our governance and leadership reflect the countries and communities we work in. We would therefore particularly welcome applications from African leaders (especially with experience of West Africa).

## **The position**

The Board will support the work of Kizazi and provide mission-based leadership and strategic governance. While day-to-day operations are led by Kizazi's Chief Executive Officer (CEO), the Board-CEO relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Specific Trustee responsibilities include:

### Leadership, governance and oversight

- Serving as a trusted advisor to the CEO as they develop and implement Kizazi's strategic plan
- Safeguarding the interests of Kizazi's beneficiaries and staff
- Reviewing outcomes and metrics created by Kizazi for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics
- Approving Kizazi's annual goals and budget, audit reports, and key business decisions; being informed of, and meeting all, legal and fiduciary responsibilities
- Reviewing agenda and supporting materials prior to board meetings
- Partnering with the CEO and other board members to ensure that board resolutions are carried out

### Advocacy and fundraising

- Using professional networks to support Kizazi's leadership to access potential funders, supporters or partners
- Representing Kizazi to stakeholders; acting as an ambassador for the organization

### Supporting the organization

- Contributing to an annual performance evaluation of the CEO
- Assisting the CEO and board chair in identifying and recruiting other Board Members
- Ensuring Kizazi's commitment to a diverse board and staff that reflects the communities Kizazi works alongside

## **Board terms/participation**

Kizazi's Board Members serve a three-year term after which they are eligible for re-appointment to up to two more consecutive terms. The board of trustees hold three 2.5 hour meetings annually over video. In addition to this, there may be ad hoc meetings as and when required. Kizazi trustee can be from any country.

Kizazi values diverse experiences and voices across multiple dimensions and is committed to cultivating a culture where all people count, feel they belong, and are valued for their contributions.

Service on Kizazi's Board of Trustees is without remuneration, except for travel and accommodation costs in relation to Board Members' duties.

## Who we are looking for

We are looking for leaders who are passionate about transforming lives through education, and are committed to Kizazi's mission and values.

All trustees should:

- Have extensive professional experience with significant executive leadership accomplishments in nonprofit, government, philanthropy, or the business sector
- Be driven to contribute to the Board's work, particularly in their area of expertise
- Have savvy diplomatic skills and a natural affinity for cultivating relationships and convening, facilitating, and building consensus among diverse individuals
- Have ability to think strategically
- Be proactive in learning about Kizazi, the contexts in which we work, the beneficiaries we serve and the legal and financial aspects of running a non-profit
- Personal qualities of integrity, credibility, and a passion for improving the lives of Kizazi's beneficiaries

## Our values



### **Boldness**

We challenge the status quo and relentlessly pursue meaningful change for children



### **Learning**

We lead with questions, seek diverse insights and strive for growth



### **Rootedness**

We recognize the limitations of our perspectives and support community-led change



### **Wholeness**

We enable people to flourish by integrating their full selves



### **Equanimity**

We know that change takes time, appreciate the journey and keep our actions rooted in purpose



### **Interdependence**

We work together and build authentic relationships

## Child safeguarding

Kizazi is committed to safeguarding children. Background checks may be conducted as part of the process. All Board members are asked to agree to a safeguarding policy.

## How to apply

If you are excited about our work and feel your experience can add value to our board, we would love to hear from you.

To apply, submit your CV and a cover email stating why you are interested in being a Kizazi trustee to [vaibhav.garg@kizazi.org](mailto:vaibhav.garg@kizazi.org). If prior to applying you would like to have an informal discussion first, please contact Vaibhav on the email above.