



CALL FOR EXPRESSIONS OF INTEREST – BOARD OF DIRECTORS, AMREF HEALTH AFRICA TANZANIA

BACKGROUND:

Amref Health Africa -Tanzania is strengthening its Board of Directors to enhance governance, strategic leadership, accountability, and institutional effectiveness in advancing its mission and long-term objectives. The organization therefore invites suitably qualified, experienced, and committed individuals to express interest in serving on the Board, with recruitment planned for the end of **2026**. Successful candidates will serve a **renewable three-year term** in accordance with the applicable Board Charter and Board policies. The recruitment seeks to fill two positions: **Board Member – Legal Expertise**, with experience in legal, regulatory, governance, and compliance matters; and **Board Member – Gender and Youth Inclusion**, with expertise in gender equality, youth development, social inclusion, advocacy, and strategic partnerships.

1. Position

Board Member – Legal Expertise

Number of vacancies

1

Duration

3 Years Renewable

Eligibility

Experience in legal, regulatory, governance, and compliance matters

QUALIFICATIONS AND SELECTION CRITERIA:

S. No.	Qualification Area	Quantifiable Criteria / Indicators
1	Legal Expertise – Corporate Law, Labour & Industrial Relations, and/or Investment Law	Minimum of 10 years of post-qualification legal experience. ii. At least 10 years of relevant experience providing legal advice in corporate law, employment/labour law, industrial relations, investment law, or related areas. iii. Must be a registered/licensed Advocate of the High Court or equivalent and hold active membership with the Tanganyika Law Society (TLS) or an equivalent professional body. iv. Demonstrated experience advising on or managing employment-related matters, labour disputes, policy reforms, corporate transactions, regulatory issues, or investment matters. v. Strong knowledge of applicable Tanzanian labour, employment, occupational safety, corporate, and regulatory legislation.
2	Governance, Compliance & Risk Oversight	Minimum of 5 years of experience advising on, developing, implementing, or overseeing organizational governance systems. ii. Demonstrated participation in institutional compliance, ethics, governance, or risk audits/reviews. iii.

		Strong familiarity with applicable corporate governance principles, codes, standards, and regulatory frameworks in Tanzania.
3	Board Experience & Committee Leadership	Served at least one full Board term or accumulated a minimum of 3 years of Board-level experience. ii. Chaired or substantially contributed to a Board committee such as Human Resources, Legal, Audit, Risk, Governance, Finance, or Ethics. iii. Demonstrated knowledge of Board procedures, meeting protocols, fiduciary responsibilities, and collective decision-making processes.
4	Financial Oversight & Interpretation of Financial Reports	Demonstrated experience reviewing audited financial statements, organizational budgets, management accounts, or financial reports at Board or senior leadership level. ii. Participated in Board-level financial oversight, audit, finance, or risk review sessions. iii. Demonstrated understanding of financial performance indicators, risk indicators, internal controls, compliance reporting, and organizational accountability.
5	Human Resources & Organizational Development Oversight	Demonstrated experience providing legal, governance, strategic, or Board-level oversight on employment, human resources, organizational development, workplace relations, or workforce matters. ii. Experience reviewing or advising on HR policies, employment frameworks, organizational structures, performance management systems, employee relations, or related institutional policies.
6	Understanding of the Tanzanian Legal & Regulatory Ecosystem	Minimum of 10 years of relevant professional experience within Tanzania's legal, regulatory, corporate, employment, or institutional environment. ii. Demonstrated understanding of relevant labour and regulatory institutions and frameworks, including WCF, OSHA, NSSF, ZSSF, TRA, the Labour Commissioner, and other relevant statutory or regulatory authorities.
7	Diversity, Ethics & Inclusion Leadership	Demonstrated experience designing, leading, reviewing, or evaluating organizational diversity, equity and inclusion, safeguarding, ethics, or workplace conduct initiatives. ii. Experience developing or reviewing policies relating to anti-harassment, discrimination, equity, safeguarding, whistleblowing, workplace ethics, or grievance mechanisms.
8	Institute of Directors Membership / Governance Training	Membership or certification with the Institute of Directors Tanzania or another recognized equivalent professional governance body is desirable. ii. Completion of formal training in Board governance, fiduciary duties, ethics, risk management, compliance, or related areas will be an added advantage.

2. Position**Board Member – Gender and Youth Inclusion****Number of vacancies****1****Duration****3 Years Renewable****Eligibility****Gender equality, youth development, social inclusion, advocacy, and strategic partnerships****QUALIFICATIONS AND SELECTION CRITERIA:**

S. No.	Qualification Area	Quantifiable Criteria / Indicators
1	Gender & Youth Inclusion Leadership	Minimum of 10 years of progressive leadership experience in gender equality, youth development, social inclusion, human rights, or related programming. ii. Must have held a senior leadership or executive position such as Executive Director, Country Director, Head of Programmes, Chief Advisor, Director, or equivalent in a reputable organization. iii. Demonstrated leadership in developing, implementing, or influencing gender- and youth-responsive strategies, programmes, policies, or institutional frameworks.
2	Corporate Governance & Board Operations	Minimum of 5 years of direct experience in governance, compliance, institutional leadership, or organizational oversight. ii. Previous service on at least one organizational Board, Advisory Board, Governing Council, or equivalent governance structure, preferably within an NGO, development organization, civil society organization, public institution, or private sector organization. iii. Strong familiarity with Board charters, accountability mechanisms, fiduciary responsibilities, governance frameworks, and institutional oversight.
3	Resource Mobilization & Strategic Partnerships	Demonstrated track record of mobilizing financial or non-financial resources for gender-, youth-, health-, social inclusion-, or development-focused initiatives. ii. Ability to demonstrate measurable funding, partnership, or resource mobilization results. iii. Experience managing, advising on, or developing relationships involving complex donor portfolios, philanthropic organizations, development partners, foundations, private-sector partners, or social investment funds.
4	Leadership & Interpersonal Skills	Demonstrated ability to lead multidisciplinary and multi-sectoral teams and engage effectively with senior government officials, development partners, communities, civil society, and other stakeholders. ii. Demonstrated experience advocating for women, young people, marginalized groups, or underserved populations at senior or policy-making levels. iii. Ability to provide at least three verifiable professional references attesting to leadership ability, ethical standing, professional reputation, and interpersonal effectiveness.

5	Sector-Specific Experience & Impact	Minimum of 5 years of senior-level experience within the development sector, civil society, advocacy networks, youth movements, social development organizations, or related institutions. ii. Demonstrated record of measurable impact, innovation, advocacy, programme leadership, or policy influence in advancing gender equality and youth development. iii. Experience within Tanzania and/or the wider East African region will be highly relevant.
6	Prior Board Membership & Oversight	Served for at least one full term or accumulated a minimum of 3 years of experience on a Board, Advisory Committee, Governing Council, or equivalent oversight structure. ii. Demonstrated participation in strategic planning, programme oversight, organizational risk management, safeguarding, ethics, governance, audit, finance, or related Board committees.
7	Institute of Directors Certification / Governance Training	Current membership or certification with the Institute of Directors Tanzania or another recognized international Institute of Directors/governance body is desirable. ii. Candidates currently undertaking recognized governance or Board certification may also be considered.
8	Knowledge of Tanzania's Social & Policy Ecosystem	Minimum of 5 years of professional experience working in Tanzania and navigating the socio-economic, policy, institutional, and regulatory environment relating to gender, youth, health, human rights, or social development. ii. Demonstrated networks and partnerships across Tanzanian civil society, international NGOs, development partners, the private sector, and relevant government ministries, departments, and agencies responsible for gender, youth, health, social welfare, and related portfolios.

3.0 Period of Office

Directors shall serve a term of three years and are eligible for re-election for one additional three-year term. If re-elected, a Director may serve for a maximum of three consecutive years. No person shall hold office as a Director for more than six consecutive years.

4.0 Application Process

If you meet the above qualifications and wish to apply, please submit a single document that includes both your application letter and CV. Be sure to state your current or past position on the Board of Directors, Board experience, professional membership, provide a daytime telephone number, and include the names and contact details of three referees. The interviews will be conducted at the Amref offices in Dar es Salaam. All applications must be received by **16:30 hours on October 5, 2026**, and should be submitted exclusively via email at Gaspar.Jonah@amref.org; applications sent by mail or delivered by hand will not be accepted.

1. *“Amref Health Africa is committed to the principles of safeguarding in the workplace and will not tolerate any form of abuse, wherever it occurs or whoever is responsible.”*
2. *Amref Health Africa –Tanzania regrets that only short-listed candidates will be contacted.*