



## Non-Executive Board Director

Recruitment Advertisement – June 2023

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The Pan-African Mosquito Control Association (PAMCA) is a collaborative network addressing the control and elimination of vector-borne diseases through integrated management of vectors in Africa. Established in 2009 and formally launched in 2013 during the 6th Session of the Multi-lateral Initiative on Malaria Conference in South Africa, PAMCA brings together regional and global stakeholders including scientists, researchers, public health professionals, communities, donors, and other partners to collaborate in delivering interventions and sharing data and information in the fight against vector-borne diseases. PAMCA's priority interventions are across three thematic areas: surveillance (genomics and insecticide resistance), gene drive, and vector control interventions (durability monitoring of insecticide treated nets, larval source management, insecticide residual spraying, and attractive targeted sugar baits) with emphasis on technical capacity building, advocacy, policy, product testing and deployment, and integrating diversity, equity, and inclusion. PAMCA has eighteen country chapters and has partnered with four African research institutions to support its vision of “An Africa free of vector-borne diseases”.

As we strengthen our program portfolio and chapter network, we are recruiting dynamic and passion-driven individuals with a strong strategic fit to join our Board as Non-Executive Directors to chart a new path forward.

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**Board Composition:** The Board will be comprised of individuals who have demonstrated significant achievements in their chosen professions in business, non-profit and/or public service sectors. They must have the requisite aptitude, education, and experience to make a significant contribution to the deliberations of the Board of Directors. Considering the organisation's vision and strategic objectives, experience in global health is of significant value. In addition, the membership of the Board of Directors should bring a broad range of experiences to the Board in terms of technical expertise, gender, age, educational background, nationality and cultural background.

**Overview of the Role:** The primary role of the Non-Executive Directors at PAMCA will be to provide governance oversight, strategic leadership direction, and executive management support to achieve PAMCA's new strategic ambition and as well as play a crucial role in relationship management of key partnerships.

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**Recruitment Criteria:** The overall experience and skillset of individual Board candidates will determine their suitability. The following attributes will be considered as highly desirable in any candidate for the Board:

- **Senior Leadership Experience:** A Board candidate should have extensive and relevant leadership experience, including current or prior service as the Chief Executive Officer, Executive Director, Director of Programs, or other high-level executive of a non-profit organisation, corporation, or other institution and a display of high-performance standards for personal and professional achievements.
- **Relevant Sector Experience:** Ideal Board candidates will have gained leadership experience in sectors directly relevant to PAMCA's operations, or in professional disciplines pertinent to the organisation's work. This could include experience in one or more of the following:
  - *Entomology:* The Board candidate has experience as an entomologist or adjacent profession.
  - *Medical Technology and Innovation:* The Board candidate has experience with data and analytics, information technology, or relevant innovation experience on new technologies, product development or scientific research in vector control & vector-borne disease management.
  - *Sector:* The Board candidate has experience in vector-borne disease management or other complementary field, such as public health or scientific research.

- *Engagement:* The candidate is familiar with and willing to engage meaningfully with an early-stage small non-profit requiring restructuring and strategic guidance for growth.
  - *Environmental and Social Responsibility:* The Board candidate has experience with sustainability, social responsibility, or human capital matters (including diversity, equity and inclusion initiatives).
  - *Finance:* The Board candidate has a background in finance, including an understanding of accounting and financial reporting processes in non-profit organisations and financial audits.
  - *Business Development:* Candidate has experience building successful partnerships and driving resource mobilisation working with multiple donors and sponsors.
  - *Risk Management:* The Board candidate has experience with overseeing and managing risk management processes, including with respect to non-profits and sub-grantees.
- **Global Experience:** The ideal candidate will have international experience (such as living and working outside their country of origin) and have experience working in a multi-cultural multi-lingual environment.
  - **Corporate Governance:** The Board candidate should have sufficient applicable experience to understand and fulfill the responsibilities of a non-executive director of an African-based non-profit organisation.
  - **Diversity:** In considering candidates for the Board of Directors, we will take into consideration diversity with respect to technical expertise, gender, age, educational background, nationality, and cultural background. The candidates should collectively create a board comprised of directors with diverse perspectives, backgrounds, skills, and experiences.
  - **Education:** It will be desirable that a Board candidate to hold an undergraduate degree from an accredited university and a masters or doctoral degree. These educational criteria are not meant to exclude an exceptional candidate who does not meet them.
  - **Strategic Fit:** We will consider a candidate's relevant experience to fill a position in one of the Board's five committees: 1) Strategy, Finance & Legal, 2) Audit, 3) Scientific Programs & Technology, 4) Partnerships, Membership & Resource Mobilisation, and 5) Human Resources.
  - **Communication:** The Board candidate must have a willingness to ask difficult questions, ability to honestly discuss and evaluate management and organisational performance, and a willingness to listen, to be open to the opinions of others, to communicate both persuasively and tactfully.
  - **Commitment:** The Board candidate must be willing to commit, as well as have, sufficient time available to discharge the duties of Board membership and to be responsible, both in taking warranted action and in being held accountable for it. Candidates should expect to dedicate 1 to 2 days per month to board activities, including one quarterly board meeting. All board meetings are held remotely with the expectation that at least one per year takes place in-person during PAMCA's annual conference.
  - **Individual Characteristics:** The Board candidate should have the personal qualities to be able to make substantial active contributions to Board deliberations such as intelligence, self-assuredness, a high ethical standard, interpersonal skills, courage, and an ability for good judgment i.e., informed, fair and intelligent decision-making, and offering of good counsel on a range of scientific, strategic and or operational issues.
  - **Personal:** The Board candidate should be of the highest moral and ethical character. The candidate must exhibit integrity, independence, objectivity and be capable of serving in the best interest of all the organisation's stakeholders.
  - **Lack of Conflicts:** The Board candidate should not currently be, or have been within the past three years, an officer or director of an organisation that PAMCA has a partnership with.

**Remuneration:** The Non-Executive Directors are unremunerated, to align with global practice for NGOs, but enjoy limited liability, and have travel expenses covered when on PAMCA business.



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### How to Apply:

All applications should include a **CV and a Cover Letter** stating why you are the best suited candidate for the position of Non-Executive Board Director.

All applications must be submitted to [board\\_recruitment@pamca.org](mailto:board_recruitment@pamca.org) by 12:00PM EAT on **10<sup>th</sup> July 2023**. Please use “Application for Non-Executive Board Director” as the subject of your email. Only **shortlisted candidates** will be contacted on or before 15<sup>th</sup> July 2023.