



GREENING EARTH FOUNDATION

REGISTRATION NO: I-NGO/R/1994

**P.O. BOX 237, PLOT No. 189, BLOCK "F" MWAYUNGE, IGUNGA TABORA, TANZANIA,
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BOARD MEMBER COMPETENCY PROFILE AND SPECIFICATION

Summary

Greening Earth Foundation is governed by a Board of Directors (the Board") comprising of members from a wide range of backgrounds, bringing a great wealth of wisdom, insight and experience to the organization.

Experience

GEF need Board members who collectively have a wide range of experience within the private and public sector either as employees or volunteers. Board member is to be part of the governing body of the organization. He or she must be committed to the long-term interests of the organization and meet regularly to oversee project executions, set policies, approve project proposals and evaluate executive performances.

From time to time following an audit of Board Member experience. GEF is looking individuals who have specific experience in one of the following sectors;

- ➔ Governance and strategic management
- ➔ Financial management, accountancy and audit
- ➔ Risk management
- ➔ Human resources, training and development
- ➔ Business consultancy and business planning
- ➔ Agroforestry and landscapes regenerating
- ➔ Tanzania networks expert
- ➔ Social enterprise and community development

Skills, abilities and personal qualities

Members need to be able to identify with and promote our values and strategies. In respect of governance and strategic leadership members need to be able to analyse and evaluate reports and take decisions. In order to do this, we need members who have particular competencies or willing to develop the skills, abilities and personal qualities set out below.

Competencies

1. Strategic thinking
2. Influencing and constructive challenging
3. Communicating effectively
4. Seeks further clarification on points where there is a gap in own knowledge or understanding.
5. Leadership
6. Relationship building and networking

Specific Competencies

Competency	Characteristics
1. Strategic thinking An essential element of a Board member's role. Effective performance in this area means that a Board member adds value to the organisation's processes for setting future plans and actions	➤ sees the long-term implications ➤ recognises major/potential influences on the organisation's future ➤ demonstrates business acumen in spotting business opportunities or possibilities ➤ offers creative ideas or perspectives ➤ contributes to setting and prioritising Objectives ➤ Understands and can evaluate risks and likely outcomes when reaching decisions
2. Communicating effectively As part of a team, it is important that a Board member can communicate effectively with a wide range of people	➤ allows others to contribute – does not dominate the discussion ➤ puts views across confidently and clearly ➤ listens and respects the views of others ➤ sticks to the point – does not waste discussion time
3. Influencing and constructively challenging Board decision-making is usually done by consensus and influencing skills play an important part. The ability to challenge constructively is also key since the Board needs to maintain good working relationships while fulfilling its supervisory role	➤ Influences others through persuasive discussion ➤ Can challenge without appearing aggressive ➤ Gives a reasoned, thought-through contribution ➤ Can express opinions that differ from those of others on the Board
4. Seeking, analysing & using information A key role of the Board is to monitor performance – this requires effective analysis of information in various formats. Board members also need to seek out information, giving them the backdrop against which to assess performance	➤ Analyses data to determine key issues ➤ Identifies any major information gaps ➤ Examines various facets of a problem or issue ➤ Explores the implications of a proposal or action ➤ Keeps to the appropriate level of Detail ➤ Makes balanced, reasonable and proportionate judgements
5. Teamworking The effectiveness of a Board depends upon how well it works as a team	➤ Supports the board's aims and goals ➤ Recognises the strengths and contributions of other ➤ Actively contributes to the effectiveness of the Board's work as a team ➤ Respects the feelings of others ➤ Sticks to the Board's decisions ➤ Takes a fair share of board work

	➤ Applies problem-solving skills to the Board's work ➤ Complies with and respects the relevant Guidance /Code of Conduct.
6. Leadership The extent to which a Board leads and motivates an organisation influences its success and is a key indicator from a regulatory perspective. Within a Board or committee, effective leadership from the chair is equally important	➤ Inspires others to give their best ➤ Shows integrity and leads by example ➤ Is motivated, conscientious and committed ➤ Keeps the Board/Committee focused on reaching decisions ➤ Takes personal responsibility and encourages other to do the same ➤ Seeks to develop others, and offers constructive support ➤ Provides a clear vision of the organisation and its future
7. Relationship building One of the key challenges for a Board is to maintain constructive relationships with the executive team and with external Bodies. Tact and a willingness to invest in the relationships are vital	➤ Develops trusting and effective working relationships with the executive team ➤ Promotes the importance of a healthy partnership with external bodies and the community ➤ Uses power appropriately ➤ Respects confidences ➤ Mixes more widely to understand the sector and context in which we work
8. Specialist competencies skills- and knowledge-based Each Board member has particular knowledge or experience and must use it effectively in order for it to be of benefit to the Board as a whole.	➤ Applies specialist knowledge appropriately in a range of contexts ➤ Contributes to debate/decisions in a way that enables non-specialist board members to appreciate the issues ➤ Keeps up-to-date with developments in the area of specialism

Responsibilities of Individual Board Members

Each individual board member is expected to know the organization's mission, policies, programs, and needs as well as understand its collective purpose. The incumbent should faithfully read and understand the organization's financial statements and board materials in advance of meetings. Also, he/she has to serve as active advocates and ambassadors for the organization, fully engage in identifying and securing partnerships necessary for the organization to advance its mission.

The board member should leverage connections, networks, and resources to develop collective action to achieve the organization's mission. Help identify personal connections that can benefit the organization's reputational standing, and influence public policy prepare for, attend, and conscientiously participate in board meetings.

Board Member Criteria

A board member should possess one of the following expertise

- **Finance Expert**
 - Proven experience in financial management, budgeting, and fundraising for non-profits or sustainability projects.

- Strong analytical skills and ability to oversee financial transparency and accountability.
- Familiarity with impact investing, grant management, or social enterprise financing.
- **Agroforestry & Landscape Regreening Expert**
 - Deep technical knowledge in agroforestry, sustainable land use, or ecological restoration.
 - Experience designing or implementing regreening programs, preferably in East Africa.
 - Ability to advise on scalable, climate-resilient agricultural practices.
- **Tanzania Networks Expert**
 - Extensive local networks with government agencies, NGOs, or private sector stakeholders in Tanzania.
 - Strong reputation and influence in Tanzanian environmental, agricultural, or business communities.
 - Ability to facilitate partnerships, advocacy, and resource mobilization in-country.

NB: Interested expertise has to share their updated profile in PDF form expressing why this position fit for you to before 30th October 2026

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