



The African Women's
Development and
Communication Network

Call for Board Members



Closing date:
13th September 2021

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Call for Board members

FEMNET is looking for exceptional passionate African feminists with strong experience, knowledge and commitment to the promotion and protection of women's rights in Africa and around the world, to join the Board of Directors. We are counting on our members to elect strong board which will contribute to the governance and execution of FEMNET's new Strategy 2020-2029.





I. What is the Board's role?

Our Board of Directors oversee the governance of FEMNET and are responsible for ensuring that FEMNET effectively fulfills its mission to ***mobilize African women for achievement of gender equality and the realization of women's and girls' rights at all levels*** and work towards achieving her vision for ***African women and girls to thrive in dignity and wellbeing, free from patriarchal and neo-liberal oppression and injustices***. All Board members are responsible for ensuring prudent management of FEMNET resources and reserves, compliance with the legal and financial guidelines and safeguarding FEMNET's good name and ethos. The Board of Directors roles are voluntary and non-remunerated but reasonable out-of-pocket expenses will be reimbursed in line with the secretariat policies.

II. Who constitutes FEMNET's Board?

FEMNET's Board of Directors represents the diversity of the continent's regions and exceptional individuals from a wide range of experiences, skills sets and backgrounds. Our Board of Directors, are committed to pan-African feminist principles, applying an intersectional lens, intentional about inclusion and passionate about achieving gender equality and women's rights. The Board of Directors constitutes of **9 positions** that are: The Chairperson, The Treasurer, 7 Vice Board Chairs representing North Africa, West Africa, East Africa, Central Africa, Southern Africa, Diaspora and Young Women and the Executive Director as an ex-officio member.

III. Time commitment

Board of Directors will commit to volunteering approximately ten days a year to FEMNET which include attending two Board meetings per year (one in person and one online); attending Board sub-committee meetings and additional meetings held on an ad hoc basis informing specific areas of the secretariat's work, such as risk assessment, safeguarding efforts or strategy development. Occasionally, Board members might also be asked to join Board-specific trainings as well as participate in interview processes for senior roles within the secretariat.



IV. Who are we looking for? Person Specification

Candidates/nominees should be:

- Committed to pan-Africanism and African Feminist principles¹ including solidarity, equality, justice, mutual respect, appreciation of diversity and unity.
- Committed to FEMNET's mandate of realising gender equality and women's empowerment.
- Willing and able to work respectfully with diverse groups of FEMNET members and stakeholders across Africa and beyond embracing inclusion.
- Understand and accept the legal duties, responsibilities, and liabilities of a board member as per FEMNET Constitution.
- Able to work effectively as a member of a team and be responsive to communication.
- Have a record of good governance and feminist leadership experience.
- Be a person of integrity (honest and trustworthy).
- Committed to practicing safeguarding principles and have a track record of promoting, protecting and respecting women rights in all their diversity in public and private domain.
- Able to think creatively and strategically, have sound, independent judgement, and effective decision-making.
- Good communication skills with ability to mobilise for dynamic new members to join FEMNET.
- Have a sense of how feminist movements in Africa work and experience in movement building and policy influencing at high level with strategic contacts is desirable.
- Good networking skills with ability to link secretariat with strategic funders and support in resource mobilisation.
- Willing to learn, unlearn and contribute to progressive thought leadership.

¹ The Charter of Feminist Principles for African Feminists and FEMNET Gender Policy



Requirements

- Be a fully paid up FEMNET Organisational member.
- Hold a senior managerial and/ or governance position in their current organization.
- Represent and be endorsed by a credible women's rights and or human rights organisation, with existing formal structures (administration, financial and governance).
- Willing to devote the necessary time and effort to FEMNET on a **voluntary un-remunerated** basis.
- Committed to safeguarding principles and open to and respects intergenerational views.
- Workable knowledge of French and/or English. Knowledge of both is an added advantage.

Important to note

- The Chairperson can be from any African or diaspora geographical region.
- The Treasurer in compliance with the NGO Board should have legal status to reside in Kenya with experience and a background in managing finance, audit, tax, investment, philanthropy, and knowledge of managing donor resources is desirable.
- The Young women representative can be from any African geographical region and should be between the age of **18-35 years**. Young women candidates should represent a constituency, they can be nominated by member organisations, are leaders of organisations or initiatives/clubs/collectives or are FEMNET members.
- Diaspora candidates are African nationals or who are residing outside the continent, interested in, and contributing to the work on the continent and are FEMNET members. According to the FEMNET Constitution, the duties of Diaspora Board member include a) Assist in increasing FEMNET's visibility abroad; b) Support in resource mobilization and c) Mobilize African Diaspora to join FEMNET membership.



- FEMNET is intentional about ensuring diversity and inclusion, we encourage women with disability, gender non-conforming persons, women living in rural and marginalised communities, women living in informal settlements, indigenous/ethnic minorities, and women of all ages to apply in each of the categories.

V. The Board election process and criteria

According to the FEMNET constitution as last revised in April 2018, the Executive Board has nine (9) elected members. The Chairperson and Treasurer are directly elected by all **eligible**² representatives in attendance at the General Assembly by secret ballot. The five sub-regional representatives, the young women and diaspora representatives are elected by the institutional members from the respective sub-region in attendance who are eligible to vote. The voting shall be guided by a simple majority after free and fair elections.³

A. Election Regulations and Procedures

1. Only Institutional/Organisational members of FEMNET who have fully paid their membership fees at the time of election shall be entitled to contest for election and to vote.
2. The list of candidates (those who would have submitted their letter of interest and all the required documents prior to the deadline) for each of the positions shall be reviewed by the Secretariat.
3. A shortlist will be made based on the criteria set in section IV. above. The list of all applicants and the list of the shortlisted applicants will be shared with the members.
4. Two independent individuals will be identified to serve as observers, will lead/manage the elections for purposes of transparency. It is the members of the Outgoing Board who will jointly agree with the Secretariat on the appointment of the independent individuals.

² Members who are eligible to vote at the AGM are institutional/organizational paid-up members

³ FEMNET Constitution page 6



B. Nominations and Voting

1. Given the prevailing COVID-19 conditions, all voting will be conducted online for eligible members. A voting software/poll that allows one vote and shows the results in real-time will be used.
2. Voting for the Chairperson and Treasurer will be by secret ballot.
3. Soon after the election of the Chairperson and Treasurer, the voting for the sub-regional representatives will be conducted within the sub-regional caucuses online.
4. Voting materials will be provided by the Secretariat to the sub-regional groups. Elections for sub-regional representatives will be done by secret ballot.
5. Only candidates who will have sent in their applications before the set deadline and had been shortlisted will be considered for elections.
6. Each of the five sub-regions shall nominate one representative from the candidates that expressed interest to represent the sub-region on the Board. The diaspora and young women representatives will be nominated by their respective constituencies and if they are not a quorum they will be nominated in plenary by secret ballot.
7. Where there is more than one nomination from a sub-region, the members of the sub-region will vote and provide one name of the candidate with the highest votes indicating the member elected to be the sub-regional representative on the Board.
8. The Board shall stand dissolved immediately before the electoral process begins and the Presiding officers will take over to conduct the elections.
9. Candidates shall be deemed to be voted in by a simple majority.
10. The General Assembly shall vote as outlined above.
11. Once the members of Executive Board are voted in, they shall consult to determine who among them shall be the Secretary of the Executive Board.
12. All duties and responsibilities of the office bearers are included in the Constitution of FEMNET and will guide the elected persons to carry out their responsibilities during their term.



VI. How to apply

Eligible FEMNET members are encouraged to apply by completing the google form link <https://forms.gle/ZHpP7Lk2mTZTakPy7> and sending the following documents on email:boardapplications@femnet.or.ke

- a. Candidate's summarized CV (2 pages maximum).
- b. Two Recommendation letters:-
 - (i) from the candidate's organization signed by the Executive Director or Chairperson of the organization/institution which states the strength of the Candidate and the value she will add to FEMNET as well as state the commitment of the organization to support the Candidate in her role as a Board member, if elected.
 - (ii) from a referee who is known to be working within the gender equality/feminist/women's rights/ human rights/development arena, and who have worked with the Candidate and can certify that the candidate is a proven leader.
- c. A profile picture with good resolution. This picture will be used for your profile.

To apply click on this link <https://forms.gle/ZHpP7Lk2mTZTakPy7> and submit the documents mentioned above by the **13th of September 2021**. Any enquiries should be sent to boardapplications@femnet.or.ke.

Before submitting your application online, it is advisable to have all the necessary attachments ready.



VII. FEMNET Sub-Regions and Constituencies

Sub - Regions	Countries
Central Africa	Burundi, Cameroon, Central African Republic (CAR), Chad, Congo-Brazzaville, Democratic Republic of Congo, and Gabon
Eastern & Horn of Africa	Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Sudan, Tanzania, and Uganda
North Africa	Algeria, Egypt, Libya, Mauritania, Morocco Tunisia
Southern Africa	Angola, Botswana, Malawi, Madagascar, Mauritius, Mozambique, Seychelles, South Africa, Eswatini, Zambia and Zimbabwe
West Africa	Benín, Burkina Faso, Cape Verde, Gambia, Ghana, Guinea Conakry, Guinea-Bissau, Cote d'Ivoire, Liberia, Mali, Níger, Nigeria, Togo, Sao Tome & Príncipe, Senegal and Sierra Leone
Diaspora	FEMNET's definition of diaspora is inspired by the African Union definition: <i>"Diaspora candidates are African nationals or who are residing outside the continent, interested in, and contributing to the work on the continent"</i> . Diaspora applicants have to be FEMNET members.
Young Women	This group consists of young African women of all diversity that are below the age of 35 years and could be in any of the following categories: leading an organisation, from a young women led organisation/ network/club/ movement, working for a FEMNET member organisation, are part of FEMNET's programs. Young women applicants should be affiliated to a constituency or movement and have to be a FEMNET member.





**The African Women's
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Communication Network**

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