



CALL FOR APPLICATION OF BOARD MEMBERS

1.0 Introduction

The Tanzania Human Rights Defenders Coalition (THRDC) is a membership organization working towards enhancing the security and protection of Human Rights Defenders (HRDs) in the country. It is registered and operates within the framework of Non-Governmental organizations Act (NGO Act) 2002. THRDC long term goals are to see a free and secured environment for human rights defenders in Tanzania, and to ensure HRDs in our country are able to carry out their essential work free from harm and repression, in accordance with the UN Declaration on Human rights defenders of 1998.

THRDC organizational structure comprises of General Assembly, Board of Directors and Secretariat. Article 9 of the THRDC Constitution of 2012 provides for the establishment of the Board of Directors to be comprised of nine (9) members based on the THRDC's stakeholders and thematic representation. According the Constitution the tenure for Board members is for the term of three (3) years subject to a renewal of two consecutive terms.

THRDC believes in the Board that knows and understands the organization's beliefs, values, philosophy, mission and vision and ultimately reflects this understanding on key issues throughout the year. Moreover, for maintenance and sustainability of its current performance in NGOs sector, THRDC believes in the Board which devotes significant time and strategic thoughts to the organization's long-term objectives. Therefore, THRDC's Board membership requires time, energy and commitment that should not be underestimated.

Following completion of the tenure of three esteemed THRDC current Board members in accordance with the THRDC Constitution, **THRDC is looking for three qualified persons to fill the vacancies. Among them, one should be a Certified Accountant with more than five years' experience working in a senior position in NGO Sector.**

2.0 Qualifications/Conditions

This is an extraordinary opportunity for an individual who is passionate about THRDC's mission and who has a track record of board leadership, therefore aspiring individuals must have the following qualifications;

- i. Applicants should be matured, analytical, tolerant and of high moral integrity.
- ii. Applicants must possess a minimum of Diploma level of education with specific field training and sound experience with management. Masters and PHD level will be an added advantage.
- iii. Applicants must have fully paid all contributions and fees owed to THRDC.
- iv. Applicants must have a background or be involved in any human rights work/ or a human rights defender in a way.
- v. Applicants must belong and apply to represent any of the following thematic groups; pastoralists, minority rights, people with disabilities, women, child rights, social rights and accountability, natural resources and economic rights, political rights and human rights in human rights in general, legal aid providers and freedom of expression.

Board of Directors:

Ms. Vicky Ntetema, Michael Kyande, Kenneth Simbaya, Deogratius Nsokolo, Maxence Melo, Christina Kamili, Jamila M. Juma, Hassan Kh. Juma, Edwin Soko.

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- vi. For applicants working in an NGO, his/her NGO must have all audited financial documents for at least three years consecutively.
- vii. For applicants working in an NGO, his/her NGO must have complied with all laws and regulation governing the NGO sector since its existence.
- viii. The Accountant must be vested with knowledge of interpreting final and financial accounts.
- ix. The Accountant should be well knowledgeable with the application of IFRS and NGO accounting practices.

3.0 Experience

- i. Applicants must have at least 5 years' work experience in the field of human rights or a human rights defender.
- ii. Applicants must have at least 5 years previous experience in NGO's operation in Tanzania
- iii. Applicants must have a vast experience in NGOs dynamics and regimes in Tanzania

4.0 Skills

- i. Pro-active person, self-motivated, positive attitude, strategic thinking and multi-tasking ability;
- ii. Curiosity and capacity to contribute to the development of the NGO
- iii. Good communication and public presentation skills;
- iv. Service-oriented;
- v. Excellent organizational and strong interpersonal skills;
- vi. Ability to fundraise for the sustainability of the Coalition

5.0 Duties:

- i. To attend all Board meeting as per the calendar and advice for the strategic Coalition's governance
- ii. To be in the Policy making organ of the Coalition.
- iii. To set strategies for financing and controlling the finances of the Coalition.
- iv. To have powers to co-opt any person (s) who may be needed for specific purposes.
- v. To appoint technical committees and assign terms of reference and task forces to be set up for specific task.
- vi. To stay well informed about the organization by carefully reading minutes of the Board Meeting, financial statements and other materials. Take seriously the legal, fiscal, and ethical responsibilities the Board carries.
- vii. To be aware of and notice community activities and legal/political developments which may impact the organization and/or its programs and bring them to the attention of the Board.
- viii. To be responsible for the recruitment and disciplining of the National Coordinator.
- ix. To approve and monitor the progress of major capital expenditure (defined in THRDC's financial manual)
- x. To strategize and mobilize resources for sustainability of the Coalition.
- xi. To encourage and build culture of good working relationship and mutual respect for each other at all times.
- xii. To promote the good image of the Coalition.
- xiii. To exhibit ethical and exemplary standard of work.

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- xiv. To value and respect staff contributions on a continuous basis
- xv. To attend annual board retreat and other orientation meetings.

6.0 Mode of application

Interested and qualified persons for the post must send their application letter accompanied with a two (2) page motivation letter explaining his/her work in the thematic area he/she is applying from, CV and education certificates(credentials) electronically to info@thrdc.or.tz by 17/04/2020.

Only successfully applicants will be contacted. THRDC is an equal opportunity organization, and does not discriminate on the basis of gender, ethnicity, disability, age, religion or marital status.



Board Chairperson

16/03/2020

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