

# AKASHINGA

## Position Profile

# Chief Executive Officer Akashinga

Remote US or southern Africa-based





# About Akashinga

*Founded in 2009 Akashinga's (formerly the International Anti-Poaching Foundation) mission is to deliver resilient nature conservation programs of global significance through community driven partnerships.*

Akashinga partners directly with communities in holistic wildlife protection, working closely with all levels of society to move away from the adversarial, exclusively male-led models of protection and rehabilitation. The model brings a more effective, just, and sustainable concept of conservation which is highly adaptable to varying landscapes. Akashinga has evolved from an organization primarily focused on environmental law enforcement to one that is elevating local women and communities to drive conservation across ecosystems.

Since 2019 Akashinga has grown significantly, with a portfolio of 13M acres being protected across Zimbabwe, Mozambique, Botswana, and Namibia.

Learn more about Akashinga at  
[www.akashinga.org](http://www.akashinga.org)





# The Opportunity

*This is a rare opportunity to lead one of the world's most innovative conservation organizations at a pivotal moment in its growth – advancing a pioneering women-led model that is transforming both biodiversity protection and community security across Africa.*

The Chief Executive Officer will assume full executive leadership, reporting to the Board of Directors and will be responsible for setting strategy, strengthening systems, expanding resources, and advancing Akashinga's global reputation. The CEO will be a strategic thinker and problem solver who can provide effective leadership to a team of 6 globally distributed direct reports who manage an overall team of 400+ employees mostly in Zimbabwe and Mozambique. The CEO will also serve as a persuasive, collaborative external spokesperson, advocate, and fundraiser.

The CEO will be the voice and the face of Akashinga, expanding its brand and sources of funding. The CEO will develop and engage a network of supporters and develop and implement a strategic plan to support a current annual budget of approximately \$6.2M. The CEO will play a pivotal role in growing the reputation, brand, and voice for the game-changing conservation organization, ensuring that Akashinga is understood to be one of the world's premiere organizations that is protecting wildlife and ecosystems in partnership with local and indigenous communities.

Internally, the CEO will ensure that the team and board members are supported and engaged, the budget is well managed, policies and processes are clearly communicated and highly effective, and programs are operating for maximum impact.

Bringing a passion for climate justice, and community-driven conservation, the CEO will lead with integrity and authenticity, backed by a proven track record of successful leadership and elevating a strong organizational reputation.





The CEO's responsibilities include, but are not limited to, the following:

#### *Strategic Leadership and Governance*

- Lead the development and implementation of Akashinga's strategic plan and ensure progress against measurable goals in partnership with the Board of Directors.
- Plan, attend, and support US Board meetings, in partnership with the Chair of the Board, and support Board communication, training, and decision-making at Board's discretion.
- Collaborate with the US Board to develop and implement organizational policies and strategic initiatives.
- Provide regular updates on the organization's activities, financial status, and progress toward goals.
- Support US Board development and engagement efforts.
- In collaboration with the head of development, support the development and engagement of Advisory Committee as key advocates of Akashinga and a pipeline of Board candidates.

#### *Fundraising and Resource Development*

- Working in close partnership with the development team, the CEO will help deepen organizational capacity for fundraising, providing mentorship and collaboration around development and adding new expertise to the team as needed.
- Identify and cultivate new sources of funding and support and secure major gifts and grants as appropriate.
- Cultivate and secure new partnerships with NGOs, communities, and governments.



### *External Relations and Communications*

- Represent Akashinga at global policy forums and international convenings including climate summits and biodiversity conferences.
- Develop and refine new approaches to expand Akashinga's brand recognition in partnership with the Director of Brand and Marketing.
- Serve as a key Akashinga spokesperson and ambassador with partners, donors, peers, in the media (in partnership with the Director of Brand and Marketing), and at high-level events, strengthening its visibility and reputation.
- Serve as the organization's primary crisis communications lead in the event of high-profile incidents, ensuring accurate and timely engagement with the media and stakeholders.

### *Organizational Management and Leadership*

- Demonstrate effective global leadership by ensuring a clear and inspiring vision for impact and providing team members with the coaching, support, and resources needed to be highly effective in their roles.
- Elevate and mentor senior leaders so they can in turn effectively manage and inspire their teams.
- Support the development and implementation of systems, processes, and policies as needed in collaboration with senior leadership.
- Ensure effective financial and operational systems, processes, and reporting across the organization, including sound budgeting, forecasting, internal controls, management of cash flow, compliance, and a clean audit.
- Recruit, manage, and mentor global teams with clear objectives to facilitate performance evaluation.
- Strengthen a culture of honest and constructive dialogue, transparency, cultural responsiveness, and inclusion.
- Hold signatory authority for operational expenditures within Board-approved budgets and ensure robust internal controls.
- Champion safeguarding across the organization, upholding policies on anti-corruption, harassment, exploitation, and whistleblower protection, and ensuring compliance with international standards and funder requirements.
- Oversee duty-of-care systems for staff working in remote or high-risk environments.

# Candidate Profile

*The CEO will bring a demonstrated track record of building and managing global teams and initiatives with a measurable, sustainable impact and a relevant suite of related skills around organizational, people, financial, and operational management. While experience in conservation would be beneficial, it is not required. However, candidates must demonstrate significant experience working in or with African contexts, ideally with field-based leadership exposure.*

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics:

- Fluency in English is required; proficiency in Portuguese, Tonga, Shona, or Ndebele is highly desirable.
- Proven ability to lead distributed teams across continents and manage operations across multiple time zones, cultures, and legal environments.
- Understanding of conservation, the management of protected areas, humanitarian relief, and/or women's leadership in conservation, with a clear passion to grow an organization that will save wildlife, protect biodiversity, and improve lives in Africa.
- Executive level nonprofit or international development management experience with a thorough knowledge of fundraising principles and major gifts management. Experience supporting donor/prospect cultivation and gift solicitation is preferred.
- Demonstrated leadership skills, including the ability to nurture and grow connections and collaboration across a global organization and share an inspiring vision for the future that is motivating and engaging and embraces multiple cultures, languages, and experiences.
- Experience managing finance and operations at the organizational level, including budgeting, forecasting, and reporting; operational expertise and experience is highly desired.
- Deep strategic capacity, with the ability to develop, implement, and modify strategies to advance organizational mission and vision.
- A track record of growing organizations and/or initiatives with an infrastructure-first approach for long-term sustainability.
- Proven ability to collaborate with and motivate Board members and other volunteers.
- Emotionally mature with deep cultural competency and the flexibility and sensitivity to work with diverse personalities and situations, coupled with a good sense of humor.
- Excellent communications and interpersonal skills, including the ability to connect, listen, and learn across cultures.





# Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$180,000 to \$200,000, plus a generous benefits package.

# Location and Travel

This is a full-time remote position based in the U.S. or southern Africa. Frequent global travel, around 40-50% of the time, is required. Akashinga provides duty-of-care support including security briefings, hostile-environment, and first-aid training, comprehensive medical and travel insurance, and medical evacuation coverage.





# Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Molly Brennan and Sarah Avendaño. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Akashinga is an equal opportunity employer and does not discriminate on the basis of race, ethnicity, religion, sex, gender identity, sexual orientation, or disability. We encourage applicants from all backgrounds to apply.

## About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).

