



## U.S. Board Member Recruitment Specification

The U.S. Board of Kakenya's Dream is committed to diversity in all aspects of its mission and activities, including in the composition of its Board of Directors. In recruiting new board members, we seek to achieve diversity not only in age, gender, race, ethnicity, sexual orientation, etc., but also in professional experience, skills, leadership style, and geographical location. We believe such diversity results in a stronger, more effective board.

### Essential Criteria

(We expect board members to meet all the essential criteria)

Commitment
Passion/enthusiasm for our mission and work- <i>to invest in girls and young women from rural communities as agents of change through education, health, and skills development.</i>
Attend in-person board meetings in the DC area, committee meetings (virtual), and follow-up on assigned tasks and actions
Annual philanthropic gift of support to Kakenya's Dream
Commitment to raise awareness of Kakenya's Dream and help to raise funds for the organization
Attributes
Previous nonprofit board service and a willingness to service in leadership in future years.
Ability to understand the 'big picture' and contribute successfully to the whole organization achieving its Theory of Change
Team player – works effectively and cooperatively in a group
Positive, can-do attitude
Ability to communicate clearly and articulately as well as excellent listening skills

## Specialist / Desirable Experience and Skills

The list below will change periodically depending on the needs of the board, succession planning, and our desire for diversity of background, experience, and skills. Asterisks reflect the priorities for 2025 - 2026 recruiting based on the gaps in the current board composition.

Functional Expertise
*Accounting/Finance
*Fundraising/Development
Human Resources/Org. Development
International Development
*Media/Communications/Public Relations
*Nonprofit Management Experience
Education Leadership - Informed perspectives on global education programs and philosophies, especially focused on young women
Medical/Public Health/Mental Health - Understanding of systems that support child and adolescent well-being, such as school-based health, community clinics, or public health initiatives.
*Corporate Experience
*Kenyan (based in the U.S.) or Strong Cultural Knowledge