



OXFAM

OXFAM KENYA BOARD OF DIRECTORS - APPOINTMENT DETAILS

JANUARY 2026

ABOUT OXFAM

Oxfam is a global movement of people working together and with partners to end the injustice of inequality and poverty. We work with people and communities before, during and after crisis to create a world that is just and sustainable. Together, we fight inequality to end poverty and injustice.

Oxfam is currently in the process of establishing an affiliate (member) organisation in Kenya. This involves strengthening the Founding Board of Directors for the new Oxfam Kenya entity.

This follows a presence of Oxfam as a country programme in Kenya since 1963 and a legacy of working with partners in long-term development programs, humanitarian assistance, peace and conflict resolution programmes, while actively engaged in campaigning for better governance and equitable access to services.





THE ROLE

The first ever Oxfam Kenya Board of Directors was established in 2024.

Oxfam is now seeking additional, dedicated and experienced individuals to join the team.

The Board plays a crucial role in guiding the organisation's strategic direction, governance and accountability, and ensuring effective implementation of Oxfam's mission and values.





CREDIT

Eyeris Communications/Oxfam

ESSENTIAL COMPETENCIES

All successfully selected Board members will be required to demonstrate:

- Commitment to Oxfam's global vision, mission, values and feminist principles;
- Global awareness and a passion for the fight for social justice;
- Critical thinking, analytical skills and good judgment;
- Integrity, independence and commitment to high standards of excellence and ethics;
- Self-awareness, an open listening mindset and the ability to identify and challenge blind spots and assumptions;
- Willingness to contribute personal expertise in working collectively with people from diverse backgrounds in the best interest of the organisation; and
- Commitment to devoting the necessary time and effort to discharge their duties as a member of the Board.



SUBJECT MATTER EXPERT PROFILE

Members of the Board will bring a range of different organisational and subject matter expertise to ensure it is collectively competent.

Board members will bring expertise across:

- **Feminist leadership.** Proven expertise and leadership on gender justice and feminist principles.
- **Sustainable development and humanitarian action.** In-depth understanding of trends, debates and changing paradigms in the development and humanitarian sector.
- **System change.** Expertise in areas in which Oxfam is seeking transformational system change: just economies, gender justice, climate justice, humanitarian response and accountable governance.
- **Digital transformation.** In-depth understanding of the opportunities and risks (including for the non-governmental sector) created by the digital revolution.
- **Resource mobilisation/Fundraising.** Understanding key global fundraising trends (from institutional, public, or corporate donors and new market mechanisms).
- **Financial management.** Expertise in financial management and reporting in non-profits.



KEY COMPETENCIES

To complement the skill set amongst existing Board Directors, Oxfam Kenya is particularly seeking expertise in one or several of the following areas of Organisational Competency:

Digital Transformation

- Solid understanding of the opportunities created by the digital (communications) revolution with a focus on non-profits;
- Deep industry knowledge and management of risks and challenges associated with digital transformation including the protection of the reputation of Oxfam.

Financial skills

- Senior leadership experience in financial reporting and management, with a focus on non-profits.

In addition, Oxfam Kenya is particularly keen to welcome applications from those from a younger demographic, as this is under-represented within the profile of existing Board members.

To support this, Oxfam Kenya welcomes applications from those who do not yet have prior governance experience on a Board of Directors.



THIS WATER KIOSK WAS CONSTRUCTED BY MID-P IN
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(AHN)
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September 2022 to December 2022



CREDIT: Eyeris Communications/Oxfam

PERSON SPECIFICATION

Individual members of the Board will ensure the collective success of the Board by:

- Demonstrating expertise and experience in one or more of the aforementioned key metric areas;
- Showing strong commitment and alignment to Oxfam's mission and values;
- Possessing well-honed communication and interpersonal skills;
- Ability to work collaboratively in a diverse team;
- Familiarity with Oxfam's strategic goals and approach is preferred;
- Availability to attend regular board meetings and actively contribute to board activities.



CREDIT: Loliwe Phiri/Oxfam

COMMITMENT

- Board members are expected to attend at least four (4) Board meetings a year (held physically or virtually).
- Reasonable expenses incurred in the fulfilment of Board duties (e.g., travel costs) may be covered on a disbursement basis and in line with Oxfam policy.
- Board members will serve for an initial period of three (3) years, renewable for a further three (3) years.
- Board members will be expected to participate in Board Committees, whose membership will be decided by the Board from time to time.



CREDIT: Eyeris Communications/Oxfam

HOW TO APPLY

Oxfam is partnering with Red Sea Executive Search for the appointment of these positions.

Interested candidates are invited to apply through their website, submitting a CV and cover letter at the following link:
<https://www.redseasearch.com/job/board-of-directors-kenya/>

If you would like an informal discussion in confidence before applying, please email applications@redseasearch.com

All candidates will be subject to reference and due diligence checks to confirm their eligibility and suitability to serve as Board Directors.

PROCESS TIMELINE

- **Closing date:** 18th February 2026
- **Red Sea interviews:** w/c 2nd March 2026 (tbc)
- **Oxfam interviews:** w/c 16th March 2026 (tbc)



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