





THE OPPORTUNITY

Advancing Opportunities in Madagascar (AOM) is looking for our next, part-time Executive Director who will help guide a new era of leadership and partnership in both the United States and Madagascar. Founded in 2000, AOM partners with Malagasy children and their families to build the skills and innovation necessary so their communities can flourish and determine their own futures.

We are seeking a leader who can build diverse partnerships and deep relationships and, most importantly, understand the power of community-led change. We have 23 years of experience and are ready to expand both the scale and strategic impact of our work. We need a leader who can help us navigate and chart this evolution in partnerships with our Malagasy partners on the ground. We are looking for someone who is an organizer at heart who can build, strengthen, and grow our mission through vision, partnership, integrity, and purpose.

ABOUT OUR WORK

Advancing Opportunities in Madagascar (AOM) 501(c)(3) is a non-profit organization striving to improve the lives of Malagasy children and their families through programs and initiatives that cultivate hope, opportunity, and self-determination. Our work initially focused on helping children in orphanages. Our mission has since evolved and now reframes our goals to keep families together by strengthening educational, social, and economic opportunity in order to secure a stronger, more vibrant Madagascar for children and their families. We both build programs and partner with existing Madagascar-based organizations to establish holistic community support including education, savings groups, medical support, culturally rooted job training, and counseling. We are not a charity. We partner with local leaders to fortify the self-determination of Malagasy families. Annually, our programs serve 228 children and their families.

We invite you to learn more by visiting our [website](#).*

THE TEAM

For 23 years our U.S. operations have been volunteer-based with a small (paid) Malagasy team and a dedicated group of volunteers who lead day to day operations and programming. Our staff and volunteers are recognized community leaders who are invested in the long-term evolution and success of AOM and share a deep commitment to positive, Malagasy-led social change. Our team brings a diverse set of skills and background experience in education, media, and organizational development which informs community interventions and programmatic design.

The part-time Executive Director reports to the Board of Directors (the Board) currently comprised of five U.S. individuals with finance, non-profit management, education, and business backgrounds. The Board works in partnership with the part-time Executive Director to ensure that AOM remains grounded in actualizing its vision to build community power through organizational change and growth.

AOM is headquartered in Bozeman, MT (U.S.) and Antsirabe, Madagascar. The U.S. office is virtual, and the AOM center in Madagascar consists of office space, classrooms, a sewing center and space for meetings, gatherings, and collaboration. Lodging is also available on-site for visiting staff and/or board members.

**Please note that AOM is actively updating its public-facing web content to reflect its newly adopted name, Advancing Opportunities in Madagascar. The current website lists the organization's former name, Aid to Orphans of Madagascar.*

KEY RESPONSIBILITIES

The part-time Executive Director is charged with the following key responsibilities:

- Serve as a key leader, advocate, and organizer around education, economic opportunity, and Malagasy self-determination.
- Lead the strategic alignment and focus of the organization, including the development of a strategic plan.
- Grow team cohesion and partnership while building strong Malagasy leadership. Support a culture of professional development.
- Supervise senior staff which are currently all based in Madagascar, including a Director, Accountant, and Education Specialist.
- Develop and lead a comprehensive fundraising strategy.
- Lead financial oversight and planning in collaboration with the Accountant, including crafting an annual budget and meeting financial goals. Provide strong leadership and clear communication to the Board in advancing AOM's vision.
- Create communication materials, including a quarterly newsletter. Serve as a principal spokesperson for the organization.
- Annual travel to Madagascar for meetings and on-site visits.
- Develop and expand relationships and networks with AOM's funding partners, local leaders, and colleagues in the US, Europe, and Madagascar.
- Listen deeply to our Malagasy partners and allies and lead from a space of solidarity and collective good.

CANDIDATE PROFILE

AOM's next leader will bring 3-5 years of experience in an organization of similar scope and complexity. The ideal candidate will possess a background in at least one of the following: nonprofits, community development and/or education experience building holistic programming that addresses the self-determination of the communities it serves. Work experience outside of the U.S. is helpful, but not required.

Candidate must be a fluent English speaker and writer. French and/or Malagasy language skills are beneficial.

Ability to travel is required.

Specifically, AOM's next leader will embody most or all of the following:

COMMUNITY BUILDING | Experience working as part of a community-led change process. Sees organizing as a foundational strategy and a core tool to transform power dynamics and build stronger communities.

RELATIONSHIP BUILDER | Recognizes relationships as the cornerstone of their work. Skilled at building and maintaining quality relationships across communities and constituencies.

COLLABORATIVE LEADERSHIP STYLE | Exhibits a style of leadership that is collaborative, transparent, and empathetic. Works to create an environment of listening, learning, and respect for the voices and the expertise of colleagues, community members, and children.

ORGANIZATIONAL DEVELOPMENT | Strong orientation towards organizational development and systems improvement.

FUNDRAISING AND FINANCIAL MANAGEMENT | Orientation toward relationship-based fundraising that builds both institutional resilience and flexibility. Experience with financial planning, oversight, and accountability.

GOVERNANCE & ACCOUNTABILITY | Practical understanding of risk management and legal compliance.

LOCATION & TRAVEL

With headquarters in Bozeman, MT, it is preferred that the next part-time Executive Director be based in Montana or willing to relocate. The Board is also aware that workplaces are transforming and looks forward to working with the next part-time Executive Director on how AOM designs itself for the future.

AOM's next leader is expected to travel internationally. Out-of-area travel by plane, and continuing by rural bus, mini-van, pousse-pousse, and walking is common in remote and rural areas in Madagascar and is to be expected. Travel duration is likely to be 2-4 weeks a year and potentially more than once per year.

COMPENSATION & BENEFITS

AOM's next part-time Executive Director will be compensated between \$40,000 and \$45,000, commensurate with experience, for work not to exceed 30 hours per week. Paid time off, a flexible work schedule, and professional development opportunities are also included as part of the position's benefits.

COMMITMENT TO EQUITY

AOM provides equal employment opportunities to all employees, volunteers, and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristics protected by federal, state, or local laws.

All positions at AOM involved frequent use of a computer and telephone. Reasonable accommodations can be made to enable individuals with differing abilities to perform the essential functions of their position. Travel to Madagascar is to remote areas with minimal facilities and infrastructure. A flexible, adaptive, and generous attitude is a must.

AOM is committed to the inclusion of all qualified individuals. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations within our scope. If reasonable accommodation is needed to participate in the application or interviewing process, please contact aommadajobs@gmail.com upon submitting your application.

APPLICATION INSTRUCTIONS & CANDIDATE REFERRALS

Applications should include the items listed below:

- A thoughtful and compelling cover letter on why you are interested in working with AOM and what relevant qualifications and experience you bring to this role.

- A resume
- A list of three references that include names, affiliation, relationship to you, email addresses and phone numbers. References will not be contacted until the final stage of the search and candidates will be given an opportunity to notify their references in advance.

Applications should be submitted as a *single, combined PDF* and emailed to aommadajobs@gmail.com. Applications with multiple attachments will not be accepted.

Questions? Contact aommadajobs@gmail.com