



Rights and Resources Initiative Chair of the Board of Directors

Terms of Reference

August 2025

Term: 1 year - renewable annually up to 5 years in a row.

Deadline to apply: October 10, 2025

Location: anywhere (with ability to participate remotely in meetings with multiple time zones)

Overview: The Rights and Resources Initiative (RRI) is seeking nominations for the Chair of the Board of Directors to guide its coalition of more than 200 partners, collaborators, and fellows, in the implementation of its [Fourth Strategic Program](#) which runs through 2027.

We are looking for individuals committed to RRI's core issues: the land, resource and collective rights of Indigenous, Afro-descendent and local communities. Strong nominees are seasoned leaders who have played key roles in non-profit organizations or civil society movements, and who are familiar with the international development, conservation, climate, or human rights space. Candidates from Indigenous, Afro-descendent, and traditional communities are particularly encouraged to apply.

About RRI's Board of Directors: The RRI Board is currently composed of 11 people, including the RRI President, independent Board members and coalition-elected Board members. Board members are primarily people from the RRI regions, with representatives of Indigenous and local communities. Half of the Board members are also representatives of RRI's partner organizations, with one from Latin America, two from Africa, and one from Asia. We also have independent Board members with expertise in governance, government relations, finance, private sector relations, law, and philanthropy.

Time commitment: The RRI Board meets twice a year, usually after the RRI annual governance and strategic planning meetings in January and October. Additional meetings can be added on an as needed basis, either virtual or in-person. Board members are also expected to join one of the standing committees (Executive, Audit and Governance), and any ad hoc committees that may be struck for a limited period. Committee members meet once online prior to each Board meeting. In addition to the meetings, Board members are expected to dedicate time to review documents prior to Committee and Board meetings.

The role is voluntary. Board members are not compensated for their participation in regular Board activities, although compensation may be approved if Board members are called upon to carry out tasks beyond normal Board duties. The Board Chair serves in their personal capacity and in the best interests of RRI, not on behalf of organizations they may be affiliated with.

RRI is responsible for supporting visa applications and travel logistics for Board and coalition meetings, and covering travel costs for Board members' attendance at any RRI functions.

Estimated Minimum Annual Time Commitment for the Board Chair

- **In-person meetings (bi-annual):** 4 days (Board Meetings, not including travel time)
- **Online/from home:** 38 hours
- **Optional:** 5 days
 - **Representing RRI at International Events** - TBD
 - **Online RRI Coalition Meetings - 2 days**
 - Online attendance 4 - 5 hours a day during an RRI Coalition Meeting
 - **In-Person RRI Coalition Meetings - 3 days**
 - In-person Coalition meetings will occur the same week as in-person Board Meetings, so Board members are welcome to attend and travel, lodging, and meals are all covered as usual.

Annual Board Meetings

Note: There are two Board Meetings each year, not including Ad Hoc meetings. At least one Board Meeting a year is in person. The Board decides if both meetings will be in person, or if the second yearly meeting will be online.

- **Each In-Person Board Meeting:**
 - **Note:** Until further notice, Board meetings will not be held in the United States.
 - **Preparation:** 10 hours to review the Board Book and preparatory documents for discussion/voting
 - **Meeting duration - up to 2 days (9am - 5pm)**
- **Each Online Board Meeting**
 - **Preparation:** 4 hours to review the preparatory documents for discussion/voting
 - **Meeting duration:** 4-6 hours split between 2 days

Additional Time Commitments

- Approval of large grants [Strategic Response Mechanisms](#) – 4-6 hours (per year)
- Executive Committee meetings – 2-4 hours (per year)
- Ad hoc meetings – *Optional*, 2-4 hours depending on need (per year)
- Regular review of Board documents and RRI updates - 2-4 hours (per month)

Responsibilities: The Board Chair serves as the public representative of RRI with external stakeholders and at organizational events, while also advising the RRI President and Coordinator on an ad-hoc basis. The Chair is responsible for authorizing documents on behalf of the Board of Directors, presiding over the Executive Committee, and facilitating effective and productive Board meetings. In addition, the Chair ensures compliance with applicable laws and regulations, provides financial oversight, manages organizational risk, and leads the performance review of the RRI President and Coordinator.

Qualifications: The qualifications below are not mandatory requirements; candidates may excel in some but not all. RRI understands the importance of Indigenous, traditional and local knowledge and lived experience in shaping leadership and that these skills are not always translated or understood in the same way as listed below, particularly for people from Indigenous, Afro-descendent or local community backgrounds.

- **Leadership skills:** Has the ability to preside over board meetings and proceedings, ensuring full participation and informed debate among Board members, managing discussion between agenda items, and facilitating requisite decisions.
- **Spokesperson:** In coordination with the RRI President, has the demonstrated ability to undertake a public-facing representational role on behalf of RRI with external stakeholders, prospective and established donors, and media contacts, and in flagship RRI and international events.
- **Thematic expertise:** Has strong expertise in the core RRI themes, particularly land rights, conservation, Indigenous, traditional and local knowledge, collective rights, climate policy and financing, and governance, and is committed to the advancement of these issues.
- **Board experience:** Has served as a member of a Board (or other high-level organizational governance body) before and understands the functions of Board committees and the fiduciary responsibilities of a Board member.
- **Senior leadership experience:** Has the demonstrated ability to navigate organizational priorities such as programs, fundraising, organizational governance and management, and/or Indigenous-led funds, and is capable of supporting the President's role within both the secretariat and the broader coalition. (Note: Experience may come from civil society, academia, journalism, government, or other relevant sectors.)

Selection criteria

- Experience working with international organizations, coalitions and networks. Preferred experience in RRI's core regions (Latin America, Africa and Asia).
- Organizational leadership skills.
- Proven lived or working experience with Indigenous, Afro-descendent or local communities in support of their self-determined priorities, including Indigenous Nations in North America (e.g., Tribal Nations, Native Hawaiian, or Alaska Native in the U.S., or First Nations, Métis or Inuit in Canada).
- Deep commitment to RRI's mission and issues.
- Thought leadership in related issues, and experience with high-level organizational representation and public speaking.

How to apply or nominate a candidate

Email coalitionguide@rightsandresources.org to apply or nominate a candidate. Applications should include the following about the candidate:

- Basic info: name, nationality and country of residence (for time zone and travel considerations)
- Short biography or personal background information
- Relationship to Indigenous, Afro-descendent and local communities
- Prior Board experience (if applicable)
- Availability to fulfill the responsibilities effectively
- A statement of how the candidate can contribute to RRI's goals and strategy
- Résumé / CV / LinkedIn profile

Thank you for helping us strengthen our organization by identifying exceptional candidates who will contribute to our mission. You can reach us any time at coalitionguide@rightsandresources.org if you'd like to hear more about this position.

About RRI: The Rights and Resources Initiative is a global Coalition of more than 200 organizations dedicated to advancing the forest, land, and resource rights of Indigenous Peoples, Afro-descendant Peoples, local communities, and the women within these groups. Members capitalize on each other's strengths, expertise, and geographic reach to achieve solutions more effectively and efficiently. RRI leverages the power of its global coalition to amplify the voices of local peoples and proactively engage governments, multilateral institutions, and private sector actors to adopt institutional and market reforms that support the realization of rights. By advancing a strategic understanding of the global threats and opportunities resulting from insecure land and resource rights, RRI develops and promotes rights-based approaches to business and development and catalyzes effective solutions to scale rural tenure reform and enhance sustainable resource governance.