



Non-Executive Directors

January 2026

About TradeMark Africa (TMA)

TradeMark Africa (TMA) is a leading African Aid-for-Trade organisation founded in 2010, with a mission to grow intra-African trade, increase Africa's share in global trade, and make trade more pro-poor and environmentally sustainable. TMA operates on a not-for-profit basis and is funded by: Canada, Denmark, the European Union, Finland, France, the Gates Foundation, Ireland, the Mastercard Foundation, the Netherlands, Norway, Sweden and the United Kingdom. TMA works closely with regional and continental organisations, national Governments, the private sector, and civil society.

Since its inception, TMA has contributed significant progress in trade facilitation and economic integration across East Africa and the Horn, including a reduction of 16.5% in cargo transit times on the Northern Corridor from Mombasa to Bujumbura, and an average 70% reduction in border crossing times at selected one stop border posts. Today, TMA operates in 14 countries across East, West and Southern Africa as well as the Horn. Registration is underway in a further six countries.

In 2022, TMA set up a catalytic finance company – Trade Catalyst Africa – to pilot commercially viable projects in trade infrastructure (both physical and digital) and to expand access to trade finance for Small and Medium-Sized Enterprises (SMEs).

Both TCA and TMA are headquartered in Nairobi, Kenya. Country and regional offices are in: Arusha (EAC Secretariat), Burundi, the Democratic Republic of Congo, Djibouti, Ethiopia, Ghana, Malawi, Rwanda, Somaliland, Tanzania, and Uganda, with operations in Benin, Côte d'Ivoire, Mozambique, Nigeria, South Africa, South Sudan, Togo and Zambia, and Zimbabwe. For more information, please visit www.trademarkafrica.com

Non-Executive Directors

TMA is seeking to attract dynamic and visionary individuals with a deep understanding of trade facilitation issues on the African continent, extensive development sector networks, continental influence, and previous Board experience to join TMA's Board. This role involves contributing to strategic direction, engaging with senior political stakeholders across the continent, and providing



oversight of organisational performance and risk management. Non-Executive Directors will also participate actively in quarterly Board and Committee meetings as well as engagements with other governance bodies (the Council and the Chairs of the National Oversight Committees) and carry out responsibilities delegated by the Board.

The Board, in partnership with the senior leadership team, is crucial to TMA's success in supporting the aspirations of Africa through the AfCFTA, Regional Economic Communities and national Governments to drive faster growth in trade volumes and to support linkages between regions across the continent. With the expansion of TMA's previous core operational area of Eastern Africa to West Africa, Southern Africa, and the Horn of Africa, the focus on reducing barriers to trade and improving business competitiveness will continue to be a core element of tackling the trade challenges of the future as TMA pivots towards digitalization of trade processes, creating green trade corridors and supporting enhancements in implementing trade policy.

TMA is interested in candidates with experience in development programming, a deep understanding of trade facilitation and trade dynamics, and strong high-level continental networks. Candidates with experience in operating in Francophone and Southern African contexts are encouraged to apply.

The Role

Role:	TMA Non-Executive Directors
Location:	Flexible with occasional travel for Board meetings and occasional visits to countries in which TMA operates
Remuneration:	Gross amount of US \$22,000 per annum (inclusive of all statutory deductions)
Time Commitment:	Not likely to be less than 20 days a year on Board and Committee meetings

Candidate(s) Profiles

TMA is seeking suitable candidates with one or more of the following attributes;

- Deep understanding of trade facilitation and trade dynamics on the African continent



- Development programming and professional public sector experience (minimum of 5 years of relevant experience)
- Excellent high level relevant networks
- Bilingual proficiency in French and English is an advantage
- Previous Board membership experience is an asset
- While candidates with experience in all of TMA's countries of operation are welcome to apply, experience in operating in Southern and Francophone African contexts is desirable

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the "Apply" button on the job advert page, complete the online application form, and submit your resume and cover letter as two different documents.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-0126-TMA or Pat-Jones-CoverLetter-0126-TMA.

Timeline

Closing date: 06th February 2026

First strategic fit conversations: 02nd - 13th March 2026

Final strategic fit conversations: 30th March - 17th April 2026

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of TradeMark Africa's values. Non-Executive Directors are expected to collectively and individually promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.



Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email hdalton@oxfordhr.com or pirungu@oxfordhr.com in the first instance.

About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have. Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success.

We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: www.oxfordhr.com