



Election of Directors at 2020 AGM: Members Briefing Pack

Saturday 3rd October 2020

Executive Summary:

We have ten applications and six empty places on the Board at the 2020 AGM. Details about all applicants and the process followed is given in this document to help members decide who they wish to vote for. All SMP members are invited to vote for their six preferred candidates.

Voting is by digital poll. All members will be emailed on 1st October the link to allow them to vote. They can complete and submit their vote at any time in the two-day window but polling closes at 16.20 on Saturday 3rd October. We hope to have the results of the election announced at the very end of the AGM, if possible.

Existing Board:

The MAA of the Scotland Malawi Partnership allows for a Board of up to 16 Directors. A term of office for a Director is three years, after which they must stand down but are welcome to stand for re-election should they wish.

Full details about the existing 16 Directors, going into the AGM, is available [HERE](#):

- | | |
|--|---------------------------------|
| 1. Lady Prof Heather Cubie MBE (Chair) | 9. Ms Moira Dunworth |
| 2. Ms Claire Martin (Co-Vice Chair) * | 10. Prof Andrew Goudie |
| 3. Mr Jeremaya Phiri (Co-Vice Chair) * | 11. Mr Nicholas Gubbins* |
| 4. Mr Douglas Young (Co-Vice Chair) | 12. Ms Gillian McMahon |
| 5. Ms Fiona Anderson | 13. Mr Tione Mtalimanja* |
| 6. Mrs Charlotte Bevan | 14. Dr Rachel Phillips |
| 7. Dr Isabel Bruce OBE * | 15. Mr Denis Robson |
| 8. Ms Chimwemwe Dorey | 16. Rev Prof Kenneth Ross OBE * |

** Directors marked with an asterisk are standing down at the AGM*

Departures from the Board:

At the 2020 AGM six Directors will have to stand down from the Board as they have completed their three-year term: Isabel Bruce, Nicholas Gubbins, Claire Martin, Tione Mtalimanja, Jeremaya Phiri and Ken Ross.

We are delighted that Nicholas Gubbins, Claire Martin and Tione Mtalimanja have all chosen to stand for re-election to the Board. They have added significant value to the Board in, respectively: NGO management, finance and legal matters, and renewable energy.

We are keen to take this opportunity to express our sincere thanks to Isabel Bruce, Jeremaya Phiri and Ken Ross who will not be standing for re-election.

Isabel and Ken are our last two inaugural Directors and have brought considerable leadership, vision and institutional memory. Isabel has been a champion of health links since the SMP was founded and, latterly, is to be credited to a significant degree with work saving the David Livingstone Centre in Blantyre. Ken Ross has served as Chair for much of the SMP's existence, giving countless hours to keep the charity alive



and energized through good times and bad. [CLICK HERE](#) to read a special tribute to Ken by the First Minister, Lord Jack McConnell, all previous Scottish International Development Ministers, and other Scotland-Malawi leaders. Jeremaya joined the Board in 2014 and has served two very successful terms, latterly as Co-Vice Chair. He has been a valued contributor and, like Isabel and Claire, will be sorely missed.

Recruitment process:

Over recent months [all SMP Members have been invited](#) to stand for election, by email in the bulletin on the website and across various social media channels.

Every year the Board reviews its current composition prior to the AGM considering three key questions:

- Does the Board have the necessary technical skills, experience and expertise to undertake its duties?
- Is the Board broadly representative of the membership it represents?
- Is the Board sufficiently diverse?

As part of this 2019 review the Board decided:

- 1) To continue to honour its [‘Partnership for Change’ 50/50 by 2020](#) pledge by endeavoring to encourage a gender balanced outcome from the 2020 director elections by encouraging male applicants to stand for election.
- 2) To highlight as desirable the below skills/expertise:
 - **Finance:** It is essential *at least* one of the elected Directors has finance/accounting experience and is able to also sit on our Audit and Finance Committee.
 - **Fundraising:** It is important that we diversify our income and reduce our reliance on the core governmental grant. We therefore really encourage those with experience fundraising, including with regards grant funding, to stand for election.
 - **Climate Change:** With COP26 taking place in 2021, we are keen to encourage those with experience related to climate action to join the Board.
 - **Digital:** With so much of life now taking place digitally, we are keen to attract Directors with experience of the digital world: how to innovatively use digital tools in new and exciting ways to support networking and member engagements.
 - **Government/Parliament:** We are keen to attract applications from those with experience working with/in government and parliament.
 - **Legal:** Someone with knowledge and experience of Scottish law as relates to charities.
 - **HR:** Someone with direct professional experience of HR matters (not just experience having managed a team).
 - **Private Sector:** Someone with relevant private sector experience

And, to adequately represent the wider membership, the Board is keen to encourage applications from:

- **Young people:** Youth engagement is at the heart of the SMP, so we are keen to encourage more young people to stand for election and help lead the Board.
- **Diaspora applicants:** Two of the six with directorships ending at this AGM are from individuals in the Malawian diaspora community. We are very keen to continue to have a strong level of active diaspora leadership on the Board, so we are keen to encourage Malawians resident in Scotland to stand.

Applicants do not have to meet one or more of these criteria but members voting at the AGM are informed of these stated priorities.



At the Board's direction, the SMP has approached a small number of individuals, actively encouraging them to stand for election, to help ensure we have candidates who meet these priorities. However, we will not state who was approached by the SMP and who stood without encouragement.

Applications:

There are a total of **six places available on the Board** at the 2020 AGM and the SMP has **received ten applications**. Those standing for re-election stand on an equal footing with those seeking election for the first time. These ten outstanding candidates are listed below with a very brief summary written by the Secretariat informed by their application. All other details in this briefing pack are from the candidates themselves:

1. **Blessings Kachale** – Blessings has been a Board member with four SMP members (Global Concerns Trust, Tearfund, StekaSkills and MIND), she has a wealth of knowledge about Malawi, the sector and Charitable Governance that she brings to her application.
2. **Claire Martin** – Claire has been a hugely valued member of the SMP Board, as Co-Vice Chair but, crucially, also as Chair of the Audit and Finance Committee. There is perhaps no Committee with more important a role and we have found it difficult to recruit the financial expertise Claire, as an account brings.
3. **Eoghan Mackie** – Heading up SMP members, Challenges Worldwide, Eoghan has considerable proven experience bringing together the third sector with the private sector, these skills would be especially valuable as the SMP looks to diversify income.
4. **Gift Thompson** – Gift is no stranger to the SMP, he has been a powerful supporter since he arrived to study in Scotland from Malawi. He has been an active member of the SMP Youth Committee and a regular youth spokesperson for the Partnership.
5. **Prof John Briggs** – John has had a key role in leading the University of Glasgow's international development work and retired recently as the university's Vice Principal. He is an informed and influential voice in the sector, with a continuing passion for Scotland's links with Malawi.
6. **John Lang** – John has longstanding and deep connections with Malawi, and he has a wealth of experience in strategic communications and marketing that he would bring to the Partnership's Board, as well as knowledge on renewables, agriculture and aquaculture.
7. **Mick James** – Mick is a very successful private sector executive, who built and ran a business unit worth £4-£5Bn. He has been supporting Malawi and Zambia projects for 20 years and is currently devoting his time to working collaboratively with a wide range of SMP members to help develop exciting new work in education partnerships.
8. **Nicholas Gubbins** – Nicholas joined the Board in 2017 and has been a regular and valued contributor, offering real knowledge and insight of charity management and governance which he brings from his day job as Chief Executive Officer of Community Energy Scotland.
9. **Susan Dalgety** – Susan was a hugely valued member of the Board 2009-2015. She ran Jack McConnell's communications when he was FM which is where she got the Malawi bug! She is a respected journalist, and wrote a weekly Scotsman column from Malawi, about the Scotland-Malawi relationship. She has a book about this coming out shortly.
10. **Tione Mtalimanja** – Tione joined the Board in 2017 and has served the SMP well in these last three years. He is a professional energy specialist with a passion for sustainable energy. He is an active member of the diaspora community.



Voting:

All SMP members, whether they attend the 2020 AGM or not, are invited to vote in these Director Elections. **They must select which SIX of the above ten applicants they would like to sit on the SMP Board.**

Voting is by digital poll and all members will be emailed on 1st October the link to allow them to vote. They will have two days to vote, with **polling closing at 16.20 on Saturday 3rd October.**

We hope to have the results of the election announced at the very end of the AGM, if possible.

A note on gender balance and diversity:

The SMP continues to strive for a diverse and gender-balanced Board, with the right skills and experience. Members may wish to take into account the composition of the wider Board in making their decision.

The ten members of the Board NOT standing for election this year are composed of:

- 3 males (30%) and 7 females (70%)
- 9 Scots (90%) and 1 member of the Malawian diaspora (10%)

Blessings Kachale:

Areas of expertise / attributes (boxes ticked by candidate)

- ***Fundraising**
- ***Climate Change**
- ***Government/parliament engagement**
- ***Human Resources**
- ***Diaspora**
- Health links
- Further and Higher Education links
- Faith links
- NGO activity
- Community engagement
- Government engagement
- Diaspora engagement
- Environment and Energy links
- Governance links
- Economic Development links



** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*

In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

I have been an active board member for Global Concerns Trust for 6 years, Tearfund-International Committee Board for 2.5 years and currently on STEKskills and Malawi Initiatives for National Development (MIND) Board. My role has been supporting organisations in understanding community development, governance at partnership level, indepth understanding of problems in Malawi, how to fundraise and holding organisations accountable to supporters etc. I have also been involved in filing accounts to OSCR, ensuring all organisations policies are in place in the organisations- Safeguarding, Finance policy, HR recruitment, Whistleblowing and Complaints Handling policies. I have also learnt from various members my role as a board member. I will bring in a wealth of experience to SMP board.

Application supported by (must be an SMP member): Jeremaya Phiri

Application seconded by (must be an SMP member): Emma Wood

Claire Martin:

Areas of expertise / attributes (boxes ticked by candidate)

- ***Finance**
- ***Private Sector**
- Private and Secondary Education / youth links



In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

Having taken an active interest in a school partnership established when I was at secondary school in Glasgow in 2007, I have maintained a strong interest in Scotland - Malawi links ever since, through a visit to Blantyre in 2008, helping to set up the University of Glasgow Mary's Meals Society whilst at university and latterly through the SMP.

I am an experienced SMP board member, having served for three prior terms. I initially joined due to youth and schools links, helping to establish a youth steering group and the introduction of our youth membership (which I am sadly now too old to qualify for!). In more recent years I have taken on the role of chair of the audit and finance committee, working alongside a group of SMP directors and other valued volunteers reviewing SMP's financial position, policies, risk registers, etc as part of our governance procedures. This is a role I took on as it is well linked to my day job, as a chartered accountant working for a large professional services firm.

It has been a privilege to sit on the SMP board to date and if afforded the opportunity to be reelected in 2020 I would look forward to continuing as an active member of the board and audit and finance committee on behalf of the SMP's wide and diverse membership.

Application supported by (must be an SMP member): Heather Cubie

Application seconded by (must be an SMP member): Douglas Young

Eoghan Mackie:

Areas of expertise / attributes (boxes ticked by candidate)

- ***Young People**
- ***Legal**
- ***Private Sector**
- NGO activity
- Water/Agriculture links
- Environment and Energy links
- Economic Development links

** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*



In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas.

I have been an active member of the international development community in Scotland for the last 21 years, during which time I have built up experience at executive and board level across the Challenges Group. Our work has given me personal experience across 30 countries, and indirect experience across 66 countries in the areas ticked in the left column above, among others. Similarly, the three areas which I have ticked on the right column are those which I think might be of particular note. I am a qualified Scottish solicitor and the focus of my work is private sector. We do a significant amount of work with young people. I have been involved in work in Malawi consistently since the Scottish Government set its programme up, in private sector, land and justice sectors.

Application supported by (must be an SMP member): Dom/Kate Webb, Orbis Expeditions

Application seconded by (must be an SMP member): Neil McLean, Social Enterprise Academy

Gift Thompson:

Areas of expertise / attributes (boxes ticked by candidate)

- ***Fundraising**
- ***Young People**
- ***Diaspora**
- NGO activity
- Community engagement
- Diaspora engagement
- Gender equality links
- Economic Development links



** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*

In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

I think that I would add a lot of value to the SMP Board through a number of ways. Firstly, I am a male young person From Malawi who is currently studying public sociology in Scotland at Queen Margaret University. I feel that, coming from Malawi and having lived both in Malawi (since birth) and Scotland (for 3 and years) will help benefit the board succeed in achieving diversity. The experience of having lived in both countries gives me an understanding of what both the Scottish and Malawian cultures are like therefore giving me a better position in helping and supporting the SMP organisation through the board. I also have the experience in youth related work which I have obtained both in Scotland and Malawi Through working with young Malawians and young Scots in bringing about relationships that benefit both Malawians and Scots while at the same time ending white saviour complex and engaging with diverse groups of people through various school workshops I have helped in organized and run. These were conducted at different schools such as the international development workshop at Watson's College and St John's RC primary schools. Dialogue workshops both in Malawi and Scotland with young people from Gleniffer high school, George Watson's College, Kelvinside Academy and Renfrew High School more on this link (<https://www.stekaskills.com/international-school-workshops>). I have also been part of the SMP's youth related works by being part of the SMP youth committee since 2017 when it was first established and a current. I have also worked with the SMP's schools and youth officer as a Youth heritage and culture intern for 10 weeks on various youth related work. Another important thing is that I am a member of the Malawian diaspora prayer group with over 20 families from Malawi. I also have experience in fundraising on the side of advertising and different projects to possible funders through the means of giving presentations. I have presented at Various places like at my University, Rotary clubs in Malawi,Scotland and England.

Application supported by (must be an SMP member): Davie Luhanga

Application seconded by (must be an SMP member): Enock Bamusi

John Briggs:

Areas of expertise / attributes (boxes ticked by candidate)

- ***Climate Change**
- Further and Higher Education links
- Water / Agriculture links
- Economic Development links

** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*



In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

I am currently an Emeritus Professor and Honorary Research Fellow of the University of Glasgow, having recently retired from the University as Professor of Geography and a Vice Principal. Whilst at the University I was a co-founder and subsequently Director of the Glasgow Centre for International Development for 10 years, a research centre within the University which promoted an interdisciplinary approach to international development challenges. I also carried out the role of Interantional Dean for Africa for 8 years which involved co-ordinating UoG's research and training partnerships with a small number (10) of African universities, including the University of Malawi. Externally, I was a member for 7 years of the Research Advisory Group of the Department of International Development (DfID) and contributed to the development of DfID's research and evidence policy, which, in turn, helped to inform its approach to international development. Before joining the University of Glasgow, I held posts at the then University of Botswana, Lesotho & Swaziland at the Kwaluseni Campus, and then at the University of Dar es Salaam in Tanzania. All my research activities have been involved with African partners, mainly in Tanzania, Egypt, Sudan, Kenya, South Africa (post 1994) and Malawi, but also in Rwanda, Botswana and Uganda. My research interests focus on natural resource management mainly in the rural areas of Africa, but also in the peri-urban zones of cities. Over the last 15 years or so, I have been particularly interested in understanding local/indigenous knowledges in relation to natural resource management as alternative ways to formal western science of knowing and understanding soils, water and vegetation management in agriculture. From my 40 years of researching and teaching in Africa in partnership with African colleagues, I can bring some expertise to the SMP Board around partnership building, rural development and agriculture, including challenges from climate change for small-scale farmers.

Application supported by (must be an SMP member): Gillian McMahon, Mary's Meals

Application seconded by (must be an SMP member): Ken Ross, Church of Scotland

John Lang:



Areas of expertise / attributes (boxes ticked by candidate)

- ***Climate Change**
- ***Government/parliament engagement**
- ***Private Sector**
- Faith links
- NGO activity
- Community engagement
- Government engagement
- Environment and Energy links
- Governance links
- Economic Development links

** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*

In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

Having been born in Lilongwe, where my father was employed by the Malawian Government, my links to the country run deep. It was my family's home for ten years, and was part of a childhood spent in various parts of sub Saharan Africa and the developing world. This instilled from a very young age an understanding of, and passion for, international development which I have carried throughout my life. Always clambering for a chance to visit Malawi, I also have experience of working in the country through my time working for an organisation called The Centre for Social Concern, helping the Malawi based NGO headed by a personal friend. It brings organisations together to find solutions to some of the key issues facing Malawi, including workers' rights, religious dialogue, social justice and more. Other visits to the Warm Heart of Africa have followed, although not as many as I would have liked. My professional background is based in strategic communications which has seen me work for and advise senior politicians and business leaders in developing and implementing integrated communications strategies. I have an especially strong background within the energy sector and in particular in the development of low carbon and renewable technologies, which are key in the fight against climate change. I would be able to bring with me an in-depth knowledge of the global renewable energy market, and the possibilities which may lay ahead for its development in Malawi. My current role is in leading the external communications and public affairs engagement activities for Crown Estate Scotland, the public body which manages natural resources in Scotland such as the seabed and much of the foreshore and returns the profit to the Scottish Government. This brings me in to close contact with a number of different industries including renewables, agriculture, aquaculture and community engagement to mention just a few. My combination of private and public sector experience, aligned with a knowledge and passion for the two countries closest to my heart, Malawi and Scotland, would I believe make for a valuable addition to the Scotland Malawi Partnership board.

Application supported by (must be an SMP member): Rachel Phillips

Application seconded by (must be an SMP member): Douglas Young

Mick James:

Areas of expertise / attributes (boxes ticked by candidate)

- ***Finance**
- ***Digital**
- ***Private Sector**
- Primary and Secondary Education/Youth links
- Further and Higher Education Links
- Community engagement
- Government engagement
- Water / Agriculture links
- Environment and Energy links
- Economic Development links

** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*



In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

In my previous role as Business Development Director for Reinsurance Group of America (RGA) I was responsible for building and running a business unit which grew to be worth £4-5Bn, making around 8-9% bottom line profit. For the last 2 years of my career with RGA I also worked in their innovation hub, buying stakes in technology startup companies and helping them create new businesses. These business skills give me real insights into the economics of developing countries and in particular the lack of credit availability.

Additionally, through Zambia and Malawi Community Partnership (zmcpccharity.com), I have been running sustainable projects in Zambia, and now Malawi, for over 20 years and have first hand experience of the issues and possibilities faced by developing nations. I am currently Chairman of a Lilongwe based digital education company (padziwe.org) and since february 2020 have helped stabilise and re-finance this Malawian owned venture. I believe in linking together NGOs, using active collaboration to enhance their individual efforts. I also believe sustainable development can only come when health, education, environment and the economy all work sustainably together.

Application supported by (must be an SMP member): Moira Dunworth, Mamie Martin Fund

Application seconded by (must be an SMP member): Amy Blake, Classrooms for Malawi

Nicholas Gubbins:



Areas of expertise / attributes (boxes ticked by candidate)

- ***Finance**
- ***Climate Change**
- ***Government/parliament engagement**
- ***Legal**
- ***Human Resources**
- NGO activity
- Community engagement
- Government engagement
- Environment and Energy links

** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*

In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

I am the founding CEO of Community Energy Scotland, a registered Scottish community development charity operating since 2008 with a current staffing of 17FTE & an unrestricted turnover of ~ £700,000. In the course of my work for CES I have had detailed practical experience of organisational management, finance, charity governance, human resource management, policy influence, and project management. We have also developed strong links with Malawi through our work developing and now partnering with Community Energy Malawi on a range of renewable energy projects. I could add value to the board by bringing to bear my experience of organisational management, development, governance & financial management as well as experience of working with partners in Malawi on community-based development.

Application supported by (must be an SMP member): Heather Cubie

Application seconded by (must be an SMP member): Charlie Bevan, Tearfund

Susan Dalgety:

Areas of expertise / attributes (boxes ticked by candidate)

- ***Digital**
- ***Government/parliament engagement**
- NGO activity
- Community engagement
- Government engagement
- Cultural links
- Gender equality links
- Governance links



(Susan pictured, left)

** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*

In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

I have been working in and visiting Malawi for 15 years now, since my first visit in April 2005 to set up the (then) First Minister's official visit, and I was a member of the government team that developed the bi-lateral partnership between our two governments.

My professional focus in Malawi is governance work, and I am currently working on a capacity building project for councillors, with the Active Learning Centre and our Malawi partner, the Women's Legal Resources Centre (funded by Norway).

I visit every year, at least once, for work but also to spend time with the many friends I have made over the years.

In 2019 my husband and I lived there for 6 months to research a book about Malawi, with pictures by Govati Nyirenda. The book is not my "take" on Malawi but interviews with scores of Malawians about their life, and their hopes for the country. It will be published in February 2021 - once it is finalised to take account of Covid and the July elections of course. I also filed a weekly column in the Scotsman from Malawi during my visit, and I am still a columnist for the paper.

I can offer my knowledge of Malawi, built up over 15 years, my expertise in governance, and above all, a commitment to the values and principles that underpin the work of SMP and MaSP.

Application supported by (must be an SMP member): Andrew Cubie

Application seconded by (must be an SMP member): Ken Ross

Tione Mtalimanja:

Areas of expertise / attributes (boxes ticked by candidate)

- ***Climate Change**
- ***Digital**
- ***Government/parliament engagement**
- ***Private sector**
- Government engagement
- Diaspora engagement
- Economic Development links
- Energy



** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.*

In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. Please specifically highlight if/how you meet one or more of the above stated Board priority areas:

I am professional energy specialist with 18 years' experience in renewable energy projects in Africa, Southeast Asia and United Kingdom. My passion is to contribute to sustainable energy development for the underserved communities in Malawi and support achievement of net zero targets in Scotland through private sector investments.

I have experience in climate finance operations and knowledge of the United Nations Framework Convention on Climate Change (UNFCCC). I believe I have the required skills and expertise to support some of the SMP Board's priority areas.

Application supported by (must be an SMP member): Heather Cubie

Application seconded by (must be an SMP member): Moira Dunworth