



## Election of Directors at 2016 AGM: Members Briefing

Saturday 8<sup>th</sup> October 2016

The MAA of the Scotland Malawi Partnership allows for a Board of up to 16 Directors. At present the Partnership has a [full complement of 16 Directors](#):

- |                       |                            |                           |
|-----------------------|----------------------------|---------------------------|
| 1. Prof Andrew Goudie | 7. Lady Prof Heather Cubie | 12. Rev Prof Kenneth Ross |
| 2. Mr Ben Wilson      | 8. Mr Ian Gibson           | OBE (SMP Chair)           |
| 3. Ms Claire Martin   | 9. Dr Isabel Bruce OBE     | 13. Dr Mizeck Chagunda    |
| 4. Mr Colin Reilly    | 10. Dr Jack Thompson       | 14. Mr Sam Riddell        |
| 5. Mr Douglas Young   | 11. Mr Jeremaya Phiri      | 15. Mr Stuart Brown       |
| 6. Ms Grace Manyika   |                            | 16. Ms Zamiwe Chunda      |

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.

Zamiwe Chunda, Andrew Goudie, Colin Reilly, Ben Wilson and Douglas Young were (re-)elected in 2013 and hence are standing down at the 2016 AGM election. Andrew Goudie, Colin Reilly, Ben Wilson and Douglas Young have expressed an interest in standing for re-election. Zamiwe Chunda has chosen to not stand for re-election. Ian Gibson has also chosen to stand down at the 2016 AGM.

We would like to take this opportunity to place on record our gratitude to Zamiwe Chunda and Ian Gibson who have both made a huge contribution to the Partnership. Zamiwe has done a power of good helping build the SMP's close working relationship with the Malawi diaspora community across Scotland and Ian has brought the SMP Board private sector knowledge from the highest levels of Scottish business. Both Zamiwe and Ian will be sorely missed and hard to replace.

Over recent months all members have been invited to stand for election. By the 30<sup>th</sup> September 2016 deadline two additional members had come forwards and nominated themselves for the Board: Malcolm Fleming (former First Minister Special Adviser for International Development) and Gillian McMahon (Head of Programmes: Policy, Research and Funding at Mary's Meals).

**We therefore have six places becoming available on the Board (as Zamiwe Chunda, Andrew Goudie, Colin Reilly, Ben Wilson, Douglas Young and Ian Gibson leave) and we have six nominations for these places (from Andrew Goudie, Colin Reilly, Ben Wilson, Douglas Young, Gillian McMahon and Malcolm Fleming). In keeping with SMP precedent and policy, we therefore present this slate of six applicants for the approval of our membership at the 2016 AGM, rather than having a vote.**

This document gives details on each of the prospective new and returning Directors for members' information. At the AGM we will look for a proposer and seconder for this slate of six.



**Malcolm Fleming:**

**FROM APPLICANT:**

**COMPETENCIES**

- ☒ Knowledge and experience of Malawi
- ☒ Organisational / sector awareness
- ☒ Handling change
- ☒ Inter-personal effectiveness
- ☒ Judgment and decision-making
- ☒ Leadership
- ☒ Managing relationships
- ☒ Planning and organising
- ☒ Self-confidence and resilience
- ☒ Strategic thinking and vision
- ☒ Team working
- ☐ Technical/professional knowledge
- ☐ Other *(please specify)*:

**AREAS OF EXPERTISE**

- ☐ Human Resources and employment
- ☐ Business, investment, trade & tourism
- ☒ Government engagement
- ☐ Finance
- ☐ Legal (both charity and company)
- ☒ Marketing
- ☐ Malawian culture and language
- ☒ Personal motivation
- ☐ Education and training
- ☐ Other *(please specify)*:

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:

**I would appreciate your support to become a board member of the Scotland Malawi Partnership. I've had a lifelong anger about the waste of human life and potential because of extreme poverty, and thus I have been interested in and involved in international development issues for many years. I also have a strong interest in Scottish history and thus the historic links between Scotland and Malawi.**

**I spent eight years working for Oxfam Scotland, (from 2003 to 2011) in a number of roles including as Campaigns and Communications Manager. During this time I worked on issues relating to Malawi including subsistence agriculture, food security and health and education.**

**I also visited Malawi three times, working with Malawian colleagues on the issues mentioned.**

**From 2011 to 2016 I worked as a Special Adviser to the First Minister of Scotland where I advised on numerous policy areas including international development and climate change, and proposed new policies including the Climate Justice Fund and the new Humanitarian Aid Fund. During this time I also visited Malawi accompanying the then International Development Minister, Humza Yousaf.**

**I am a former board member of Stop Climate Chaos Scotland and the Scottish Fair Trade Forum. It would be an honour to be a board member of the SMP and I would like to bring my knowledge, skills and passion on these issues to help make a difference where possible.**

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

Application seconded by (must be an SMP member): **Stuart Brown**



## Prof Andrew Goudie:

### FROM APPLICANT:

#### COMPETENCIES

- ☒ Knowledge and experience of Malawi
- ☐ Organisational / sector awareness
- ☐ Handling change
- ☐ Inter-personal effectiveness
- ☒ Judgment and decision-making
- ☒ Leadership
- ☒ Managing relationships
- ☐ Planning and organising
- ☐ Self-confidence and resilience
- ☒ Strategic thinking and vision
- ☐ Team working

- ☒ Technical/professional knowledge
- ☐ Other (*please specify*):

#### AREAS OF EXPERTISE

- ☐ Human Resources and employment
- ☐ Business, investment, trade & tourism
- ☐ Government engagement
- ☐ Finance
- ☐ Legal (both charity and company)
- ☐ Marketing
- ☐ Malawian culture and language
- ☒ Personal motivation
- ☐ Education and training
- ☒ Other (*please specify*):  
international development, economic, political, strategic, planning

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:

**I have had a range of experiences in the field of international development over the past 30 years that have given me a set of very different perspectives:**

- **I worked at the World Bank for many years as Senior Economist in Southern and Eastern Africa, working primarily on Malawi and Tanzania, before specialising latterly on Mozambique;**
- **I was Senior Economist at the Development Centre of the OECD in Paris, focussing on conflict resolution and corruption in Africa;**
- **I was Chief Economist in the ODA, and then DFID, under Clare Short, with responsibilities for DFID work in the areas of economics, statistics, governance, private sector development across the whole DFID programme;**
- **I oversaw the Scottish Government International Development work over the 2004-11 period, being instrumental in the setting up of the programme in 2004 with the First Minister, Jack McConnell, and in the development of the Scotland-Malawi Cooperation Agreement in particular. I co-chaired the Joint Scotland-Malawi Permanent Coordination Committee that oversaw the development and implementation of the programme for many years;**
- **I have worked with NIDOS over recent years, supporting some of their events and conferences, and have been on the Oxfam Scotland Advisory Board for six years.**
- **I currently chair the University of Strathclyde Malawi Advisory Group and support the international development work of the University more broadly;**

**I hope I might add value through being able to draw on this range of experiences and on the different networks with which I have worked in the past. I hope too that my knowledge of international development, and my time in various economic roles and leadership roles might be helpful to the SMP.**

Application supported by (must be an SMP member): **Ken Ross – Scotland Malawi Partnership**

Application seconded by (must be an SMP member): **Mizeck Chagunda – Scotland's Rural College**



**Gillian McMahon:**

**FROM APPLICANT:**

**COMPETENCIES**

- ☒ Knowledge and experience of Malawi
- ☒ Organisational / sector awareness
- ☒ Handling change
- ☒ Inter-personal effectiveness
- ☒ Judgment and decision-making
- ☒ Leadership
- ☒ Managing relationships
- ☒ Planning and organising
- ☒ Self-confidence and resilience
- ☒ Strategic thinking and vision
- ☒ Team working
- ☒ Technical/professional knowledge
- ☐ Other *(please specify)*:

**AREAS OF EXPERTISE**

- ☒ Human Resources and employment
- ☐ Business, investment, trade & tourism
- ☒ Government engagement
- ☐ Finance
- ☐ Legal (both charity and company)
- ☒ Marketing
- ☐ Malawian culture and language
- ☒ Personal motivation
- ☒ Education and training
- ☐ Other *(please specify)*:

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:

**I am highly committed to international development and am passionate about supporting organisations working to improve the lives of vulnerable people living in Malawi. I have been dedicated to working in this area throughout my career and have been involved with organisations working in Malawi for over ten years. I have a Masters in Development Studies and have specialised in programmatic work, alongside policy, research and funding, previously working for VMM, SCIAF and the Big Lottery Fund.**

**I am currently Head of Programmes: Policy, Research and Funding with Mary's Meals International and have played a key role in the strategic growth and development of Mary's Meals' large-scale programme in Malawi throughout my six and a half years with the organisation. I have visited Malawi several times and have been responsible for programme design and delivery, the management of multiple large-scale grant funding applications and grants (including Scottish Government and DFID), and the management of all aspects of large quasi-experimental research projects; in collaboration with Mary's Meals Malawi. I currently manage a diverse team of staff working on programmes policy, research and funding and have lengthy experience of recruiting and managing staff, both in the UK and Malawi.**

**Having worked for Mary's Meals throughout a period of great growth and transition, I have direct experience of managing change, strategic development and charitable operations, and believe that I am strong in these areas. I have been involved in government engagement in Malawi as well as several of Mary's Meals other programme countries and I am also responsible for managing budgets.**

**I represented SCIAF on the SMP from its inception, later representing Mary's Meals, and I have participated in numerous SMP events and AGMs. I am very familiar with the international development sector in Scotland and have been deeply impressed by how the SMP has grown and developed over the years. I would very much like to have the opportunity to contribute to its continued development and would be an enthusiastic and committed member of the Board.**

Application supported by (must be an SMP member): **Mary's Meals - Alex Keay**

Application seconded by (must be an SMP member): **Imani Development - Andrew Parker**



## **Colin Reilly:**

### **FROM APPLICANT:**

#### **COMPETENCIES**

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- ☒ Leadership
- ☐ Managing relationships
- ☐ Planning and organising
- ☒ Self-confidence and resilience
- ☐ Strategic thinking and vision
- ☒ Team working
- ☒ Technical/professional knowledge
- ☐ Other *(please specify)*:

#### **AREAS OF EXPERTISE**

- ☐ Human Resources and employment
- ☐ Business, investment, trade & tourism
- ☐ Government engagement
- ☐ Finance
- ☐ Legal (both charity and company)
- ☐ Marketing
- ☒ Malawian culture and language
- ☒ Personal motivation
- ☒ Education and training
- ☐ Other *(please specify)*:

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:

I am currently a postgraduate student in linguistics at the University of Glasgow, and my PhD research looks into how language is used at universities in Malawi. This has enabled me to gain knowledge and expertise on the education sector and educational issues in Malawi, particularly regarding issues surrounding higher education in the country. It's also given me an awareness knowledge on language issues in the country, both at a policy and societal level, and subsequently on aspects of Malawian culture. I have previously been involved with a variety of civil society groups which reflect the broad spectrum of SMP member organisations. This has involved fundraising and delivering talks for church groups, setting up school partnerships and introducing school children to Malawian culture, and volunteering at various level in a number of SMP member organisations (from small organisations such as Student Volunteers Abroad to larger charities such as Mary's Meals and Challenges Worldwide). Alongside my interest in language and higher education, the area in which I have most experience and passion is youth engagement within international development broadly and specifically in relation to Malawi. Given my substantial experience working with Scottish students in Malawi related projects, and my growing knowledge of higher education in Malawi, I am well placed to add value to the Board of Directors of the SMP as the organisation continues to explore how to effectively engage with the broad range of youth members it has manage to attract in the last three years. My own involvement with Malawi – both through volunteering and now research - is representative of a wide range of member's needs - and I have developed a good understanding of these needs - most particularly within small organisations, youth involvement, and higher education. In my last three years on the SMP board I've been able to assist on issues surrounding youth engagement. Now, given my greater understanding of the ways in which the SMP operates, coupled with my increasingly varied expertise, I feel well placed to be of more value as the SMP seeks to continue to grow over the next three years.

Application supported by (must be an SMP member): **Sam Abrahams**

Application seconded by (must be an SMP member): **Ben Wilson**





**Ben Wilson:**

**FROM APPLICANT:**

**COMPETENCIES**

- ☒ Knowledge and experience of Malawi
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- ☐ Handling change
- ☒ Inter-personal effectiveness
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- ☒ Leadership
- ☒ Managing relationships
- ☒ Planning and organising
- ☒ Self-confidence and resilience
- ☒ Strategic thinking and vision
- ☒ Team working
- ☐ Technical/professional knowledge
- ☐ Other *(please specify)*:

**AREAS OF EXPERTISE**

- ☐ Human Resources and employment
- ☐ Business, investment, trade & tourism
- ☐ Government engagement
- ☐ Finance
- ☐ Legal (both charity and company)
- ☐ Marketing
- ☒ Malawian culture and language
- ☒ Personal motivation
- ☒ Education and training
- ☒ Other *(please specify)*:  
Research, Impact

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:

**My experience within the relationship between Scotland and Malawi has greatly focussed on youth and education. I have throughout my time as a Director supported the Youth and Schools Officer in her work helping develop and encourage new educational partnerships. In a personal capacity, I also helped prepare and lead a group from a Glasgow school to Malawi for 2 weeks in 2016. I am a firm believer in the value of these relationships, and believe that through nurturing our youth relationships we can cement our special relationship into the everyday imaginations of our young people.**

**Alongside this, I offer academic knowledge and awareness to the partnership. I am close to completing my PhD at the University of Glasgow which has specifically explored the Scotland <> Malawi relationship, and in particular the model of development promoted by the SMP. My research for this has led me to engage to members throughout Scotland and Malawi in interviews and focus groups to consider what the relationship means to them, and how they understand each other. As a result of that I've had the privilege of time to explore the history of the relationship and the contemporary development ideas that surround it. Moreover, I am also aware that over the next few years there will be more demands for measurement of the impact that the relationship has had on Malawi and Scotland. These are both areas in which I feel my academic experience can particularly assist the board. Alongside this I am also Chairperson of a new SMP member, Bangwe Community Partners, and therefore will bring the perspectives of the small charity to the SMP Board.**

**Through each of my Malawi interests I am a firm advocate of the people-to-people approach to development taken by the SMP. At the heart of the partnership principles is a unique way of doing and seeing development, characterised by a spirit of respect and equality which ought to be celebrated.**

Application supported by (must be an SMP member): **Mark Wilson (Bangwe Community Partners)**

Application seconded by (must be an SMP member): **Carla Fyfe (Xchange Scotland)**



## Douglas Young:

### FROM APPLICANT:

#### COMPETENCIES

- ☒ Knowledge and experience of Malawi
- ☒ Organisational / sector awareness
- ☒ Handling change
- ☒ Inter-personal effectiveness
- ☒ Judgment and decision-making
- ☒ Leadership
- ☒ Managing relationships
- ☒ Planning and organising
- ☒ Self-confidence and resilience
- ☒ Strategic thinking and vision
- ☒ Team working
- ☐ Technical/professional knowledge
- ☐ Other (please specify):

#### AREAS OF EXPERTISE

- ☐ Human Resources and employment
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- ☐ Legal (both charity and company)
- ☐ Marketing
- ☐ Malawian culture and language
- ☐ Personal motivation
- ☒ Education and training
- ☐ Other (please specify):

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:

**I have thoroughly enjoyed being an active, committed and engaged member of the SMP Board for the last three years as it has given me the opportunity to play an even bigger role in the wider partnership between our two countries than I could ever achieve through my own school partnership. Prior to becoming a Board member I also had the pleasure of chairing the Schools Forum for a number of years.**

**I believe it is essential that the education sector is represented on the SMP Board as schools, and our young people, make up such a large percentage of the membership of the SMP. As the Headteacher of a school that has a very active partnership with two schools in Malawi and as someone who has been a teacher for the last 34 years, I believe I can ensure the education sector has an experienced voice at Board level.**

**Speaking of our school partnership - not only have we contributed fully to the Youth and Schools Congress in the past - it's the reason I'm not able to be with you at the AGM this year. I am leading a group of 23 pupils and staff on our first 'big' school visit to our partners. The Beath**

**Malawi Partnership sees Beath High School in Fife working in partnership with two primary schools in the rural south east of Malawi - Mapanga and Njale. Under the banner of 'Three Schools, Two Continents, One Goal' we are looking to use genuine joint curricular working between our schools to enhance the learning experiences and opportunities of young people in both Malawi and Scotland. The shared values of trust, friendship, mutual respect and equality are at the very core of our partnership working and they are, of course, rooted in the SMP values.**

**Why do I mention this? I believe this experience will actually make me a better, more informed, Board member in the three years ahead and I hope you will choose to give me the opportunity to make that experience count.**

Application supported by (must be an SMP member): **Claire Martin**

Application seconded by (must be an SMP member): **Fiona McNicol**