



# We want to write a new chapter for our planet with you!



## RECRUITING: NON-EXECUTIVE DIRECTOR

The Multicultural Leadership Initiative (MLI) is seeking to appoint a new Board Director to help guide the organisation through its next phase of growth and impact.

We are looking for an individual with the following:

- Experience in board governance and fiduciary responsibilities.
- Fundraising and philanthropic networks to help strengthen our growth.
- Lived experience of culturally and linguistically diverse communities.
- A passion for climate solutions and environmental equity.

This is an opportunity to contribute to one of Australia's most dynamic organisations advancing multicultural leadership in climate solutions.

# ABOUT US

## OUR MISSION

The Multicultural Leadership Initiative (MLI) is on a mission to grow and transform the climate movement to become more racially, culturally and linguistically diverse.

We uplift multicultural community groups and organisations who want to initiate or scale up their climate action efforts. We also support established climate organisations wanting to improve their cross-cultural competencies and build a movement that represents all of us who are concerned about climate change.

We were founded in 2022 in Australia and have been rapidly scaling up since.

## OUR GOALS

A climate narrative that serves and mobilises a diverse Australia by shifting culturally and linguistically exclusionary climate action representation and narratives towards more multicultural messaging and mobilisation.

Transformational relationships that build our power to win together, through building genuine co-creation, participation and collaboration between government, the private sector and civil society towards building an aligned climate safe future.

Build more racially, culturally and linguistically diverse climate leaders who are credible, adaptable, resolute and are comfortable with sense-making through complexity, ambiguity and uncertainty.

More targeted and effective movement infrastructure through mobilising resources to grow the overlap space between multicultural organisations doing climate work and mainstream climate organisations who are on their Justice, Equity, Diversity and Inclusion (JEDI) journey.

## OUR VALUES

Working in the cross-over space between multiculturalism and environmentalism calls on each staff member to exercise a great deal of educative leadership and maturity in exercising discretion.

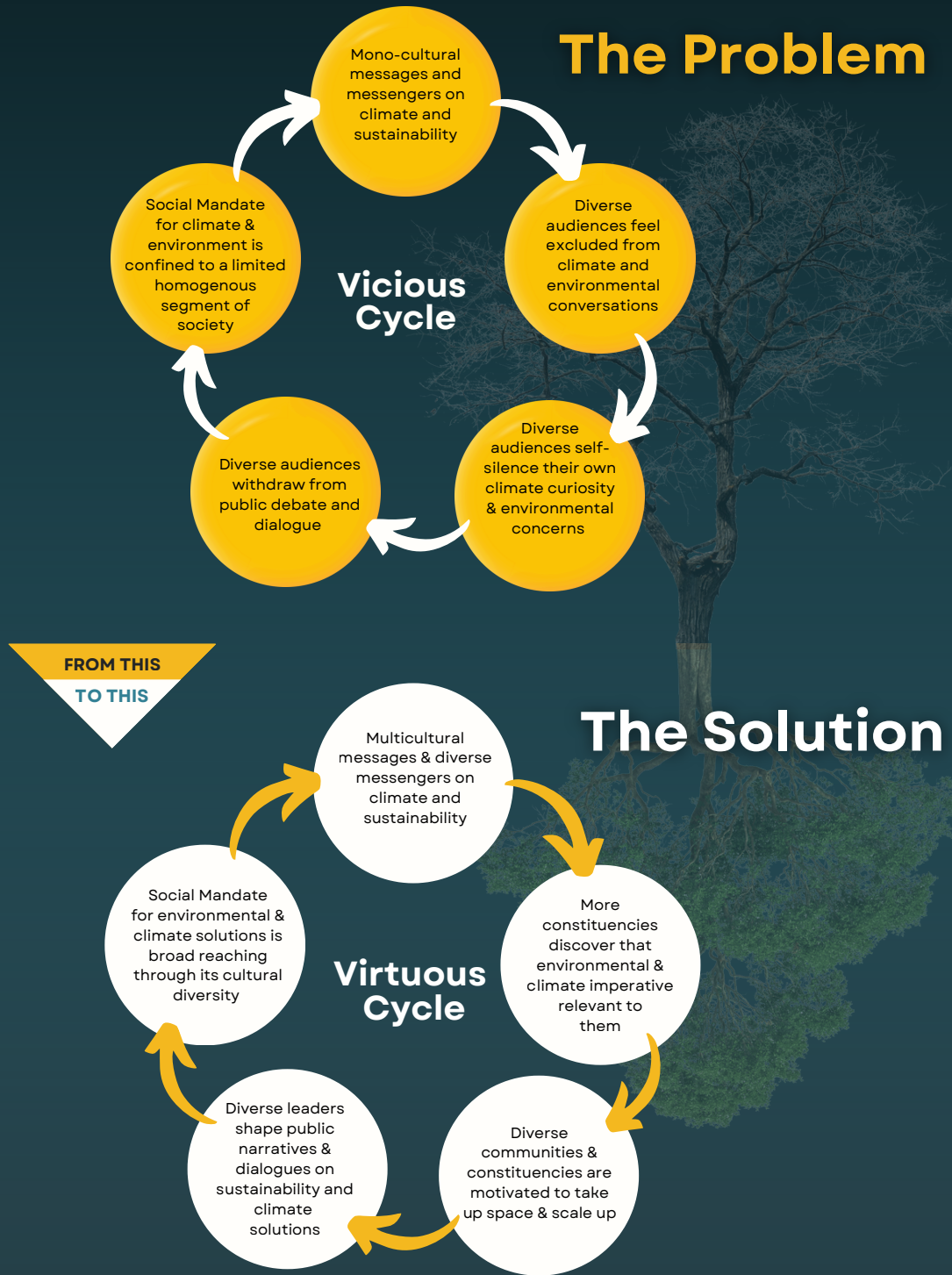
MLI understands that each individual in our multicultural communities is on a journey to better understand and act on the urgency of climate change.

MLI appreciates that each individual in the environmental protection space is on a journey to better understand how to grow a more diverse and racially just climate movement.

MLI team members believe that in order to change the world around us, we must be willing to enact change within ourselves and cultivate the skills necessary to enable that change journey within others as well - wherever they may be starting from. To surface the best in others, we must also surface the best within ourselves.



# WHAT WE DO



# HOW WE DO IT



# ABOUT THE ROLE

## ROLE PURPOSE

The Non-Executive Director (NED) contributes to MLI's strategic direction, governance oversight, and fundraising reach. The NED will bring systems-change thinking and relevant external connections to help MLI grow a resilient, values-driven organisation capable of influencing nationally and globally.

## KEY RESPONSIBILITIES

- Provide strategic and governance oversight in alignment with MLI's constitution and purpose.
- Contribute to the development and review of MLI's strategic plan, impact metrics, and risk framework.
- Leverage networks to identify partnership, fundraising, and advocacy opportunities.
- Act as an ambassador for MLI's mission and values across paid for incurred costs, community, government, and philanthropy.
- Participate in Board sub-committees and strategic discussions as required.
- Support the CEO and senior team with advice and mentoring, as appropriate.
- Champion multicultural leadership, inclusion, and systems-change principles in all decisions.

## DESIRED SKILLS & ATTRIBUTES

- 5+ years fundraising and philanthropic relationship experience.
- Systems-change and policy connector with cross-sector networks.
- Financial and governance literacy in the not-for-profit context.
- Strategic judgement, curiosity, and collaborative leadership style.
- Commitment to multicultural inclusion, environmental justice, and MLI's values.

## BOARD BENEFITS

- Exposure to a range of networks in the multicultural and climate communities
- Relevant costs reimbursed
- Invites to events which are mobilizing people, capital, and ideas.

## BOARD STIPEND

This is a voluntary role. MLI may provide a small annual stipend to acknowledge the time, care, and contribution of Board members in advancing our mission.

## LOCATION

Anywhere in Australia. This will be a remote role, with at least three face-to-face attendances each year at strategic MLI events, retreats, or Board gatherings.

# ABOUT YOU

You are hungry for solutions for climate change.

You hold close that values are the drivers of all of our actions and that close attention must be paid to nurturing, shifting and growing positive environmentalist and multicultural values.

You are a pragmatist who understands that strategy is very rarely a straight line and that the shortest line to victory must be balanced with the long road to bring communities along with us.

You are leader who can command a presence from the front, support from the sidelines, lift up from below and guide from behind. You are fearless in your thoughts as much as you are open and generous with your feelings.

You think in systems and solutions that build a collaborative eco-system, and work to actively dismantle toxic ego-systems.

You value the balance between teamwork and individual work as part of a healthy way of getting things done!

## KEY COMPETENCIES

- **Fundraising:** Demonstrated experience, knowledge and expertise in capital raising for NFPs through philanthropic channels, with a particular focus on major giving programs.
- **Strategic Mindset:** Ability to assess conversations and sentiments to surface issues that can be distilled into opportunities to for fundraising.
- **Emotional Awareness:** Demonstrate empathy and integrity towards others and make sound, emotionally intelligent judgements in complex situations.
- **Adapting to Change:** Ability to role model a matured form of personal resilience and a positive and proactive attitude towards individual and group transformational change.
- **Ability to Problem Solve:** Proactively move beyond problem identification and analysis to concrete propositions for solutions; including an ability to provoke, inspire, motivate this in others as well.

## HOW TO APPLY

- Email [recruitment@multiculturalleadership.org](mailto:recruitment@multiculturalleadership.org) with the Job Title as the Subject Line and the documents outlined below attached by 25<sup>th</sup> Nov, 2025 .
- Attach a Letter of Motivation telling us why this role interests you and how your experience connects with MLI's work. You don't need to respond to every competency - just help us understand what you'd bring to the table. Feel free to share links or examples if relevant.
- Attach a copy of your Resume.
- Indicate in your email if you wish for your CV to be kept on file for future roles with MLI as we expand and scale up, in case this role ends up not being the right fit this time.