

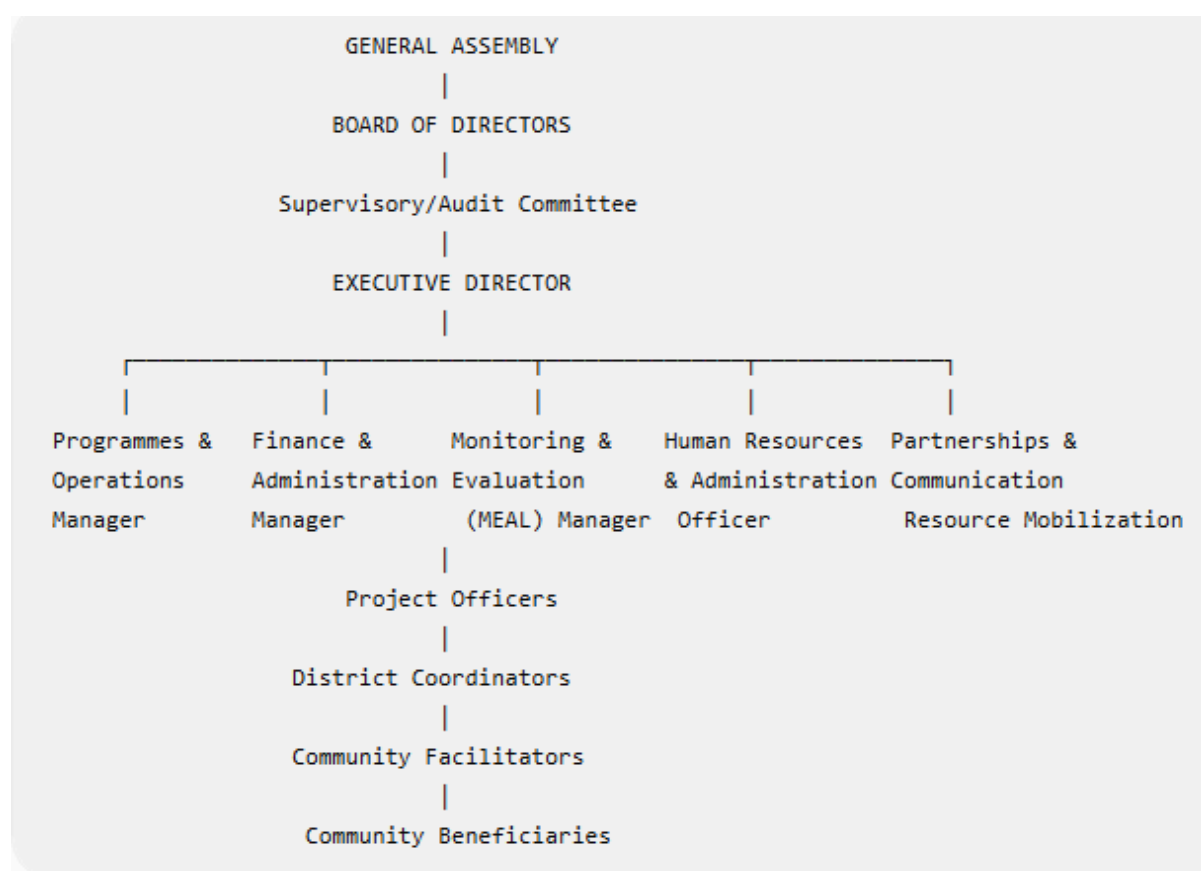


ORGANIZATIONAL STRUCTURE

Green Resilience for Integrated Community Action (GRICA)

Summarized Organizational Structure

The organizational structure of GRICA is designed to ensure effective governance, accountability, efficient program implementation, and sound financial management.



Roles of Key Organs

- **General Assembly:** The supreme governing body responsible for approving policies, strategic plans, annual budgets, reports, and electing the Board of Directors.
- **Board of Directors:** Provides strategic leadership, policy oversight, governance, financial supervision, and organizational accountability.
- **Supervisory/Audit Committee:** Oversees internal controls, compliance, risk management, and financial accountability.
- **Executive Director:** Serves as the Chief Executive Officer, responsible for the day-to-day management and implementation of Board decisions.

- **Programme and Operations Unit:** Designs, coordinates, and implements development programmes and projects.
- **Finance and Administration Unit:** Manages financial resources, accounting, procurement, logistics, and administrative services.
- **Monitoring, Evaluation, Accountability and Learning (MEAL) Unit:** Tracks project performance, measures results, manages data, and promotes organizational learning.
- **Human Resources Unit:** Oversees recruitment, staff development, performance management, and organizational administration.
- **Partnerships, Communication and Resource Mobilization Unit:** Builds strategic partnerships, mobilizes resources, manages donor relations, and coordinates organizational communication.
- **Project Officers, District Coordinators, and Community Facilitators:** Implement field activities, engage stakeholders, monitor progress, and support beneficiary communities.

This streamlined structure reflects NGO governance standards and is well suited for GRICA's work in **community resilience, sustainable agriculture, environmental conservation, climate change adaptation, livelihoods, youth and women empowerment, research, and institutional development**. It ensures clear lines of authority while remaining scalable as the organization grows.