

Proposed Continental Structure

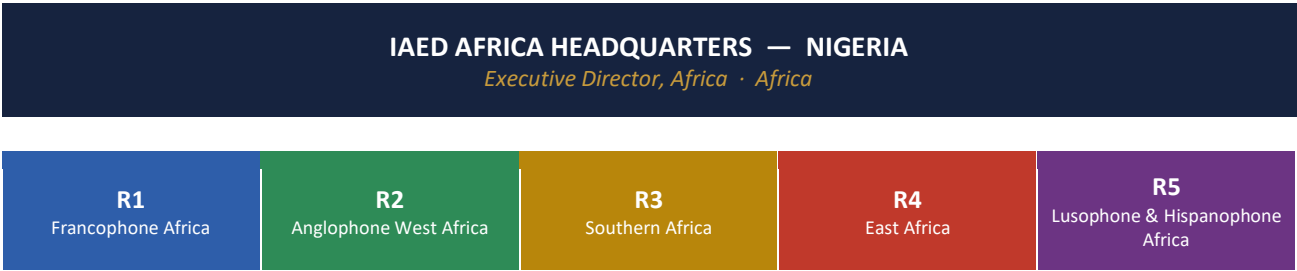
Five Regions, One Continental Framework, Nigeria Headquarters

Francophone Africa · Anglophone West Africa · Southern Africa
East Africa · Lusophone & Hispanophone Africa

Governance Structure & Coordinator Terms and Conditions

Version 5

Continental Overview



Continental Headquarters — Nigeria

- Nigeria becomes the administrative and strategic hub for IAED Africa.
- Hosts the Executive Director (Executive Secretariat), Africa. responsible for coordination, reporting, and continental programs.

Executive Leadership

Executive Director, IAED Africa — young, dynamic, based in Nigeria.

- Oversees continental operations
- Coordinates regional directors
- Leads Africa-wide programs, partnerships, and donor engagement
- Ensures alignment with IAED International
- Coordinates webinars in alignment with IAED International

Regional Structure

Region 1 — Francophone Africa

French-Speaking Africa

COUNTRIES

Senegal, Côte d'Ivoire, Mali, Burkina Faso, Niger, Guinea, Togo, Benin, DRC, Congo, Gabon, Chad, Cameroon (bilingual), Central African Republic, Madagascar, Comoros

REGIONAL DIRECTOR

- Based in Abidjan
- Strong diplomatic and private-sector network
- Oversees national chapters and French-language communication

KEY FOCUS AREAS

- Investor protection in emerging markets
- SME development
- Peacebuilding through economic inclusion
- Partnerships with ECOWAS, UEMOA, CEMAC

Region 2 — Anglophone West Africa

English-Speaking West Africa

COUNTRIES

Ghana, Liberia, Sierra Leone, Gambia, Nigeria (HQ), plus coordination with the ECOWAS English bloc

REGIONAL DIRECTOR

- Based in Abuja
- Works closely with Nigeria HQ
- Leads innovation, youth entrepreneurship, and trade facilitation

KEY FOCUS AREAS

- Digital economy
- Youth employment
- Regional business summits
- Peace & development programs with ECOWAS

Regional Structure

Region 3 — Southern Africa

COUNTRIES

South Africa, Botswana, Namibia, Zimbabwe, Zambia, Malawi, Lesotho, Eswatini

REGIONAL DIRECTOR

- Based in Johannesburg
- Strong ties with SADC institutions
- Leads corporate partnerships and investment forums

KEY FOCUS AREAS

- Corporate governance
- Mining & natural resources ethics
- Peacebuilding through economic stability
- Regional investor protection desks

Region 4 — East Africa

COUNTRIES

Kenya, Uganda, Tanzania, Rwanda, Burundi, Ethiopia, South Sudan, Somalia, Eritrea

REGIONAL DIRECTOR

- Based in Nairobi
- Coordinates with AU institutions
- Leads peacebuilding, conflict-sensitive development, and regional integration

KEY FOCUS AREAS

- Peace & security-linked development
- Cross-border trade
- Innovation hubs
- Partnerships with the East African Community (EAC) and IGAD

Regional Structure

Region 5 — Lusophone & Hispanophone Africa

Portuguese & Spanish-Speaking Africa

COUNTRIES

Angola, Mozambique, Cape Verde, Guinea-Bissau, São Tomé & Príncipe, Equatorial Guinea (Spanish)

REGIONAL DIRECTOR

- Based in São Tomé
- Ensures language-specific communication and partnerships
- Connects IAED Africa with Portuguese- and Spanish-speaking development partners

KEY FOCUS AREAS

- Natural resources governance
- Maritime economy
- Lusophone investment corridors
- Peacebuilding through regional cooperation

How the Structure Works Together

Continental Leadership	Nigeria HQ provides continental leadership, coordination, and strategic direction.
Regional Structure	Each region has a regional Coordinator or Director and National Chapters.
Alignment & Reporting	The Executive Director, Africa, ensures alignment, reporting, and program implementation.
Regional Autonomy	Regions operate semi-autonomously but follow the IAED Africa Framework.
Continental Programs	Continental programs are deployed regionally.
Note:	the ultimate objective is to have five continental HQs centered on IAED International directives, when IAED becomes more established

Terms & Conditions

IAED Coordinators' Activities

These terms and conditions apply to all Regional Coordinators, National presidents, and other coordinating officers acting on behalf of IAED Africa across the continental structure.

1. Appointment and Scope of Role

- Regional Coordinators are appointed by, and serve at the discretion of, the coordinator of IAED Africa, in consultation with IAED International.
- The role is limited to the coordination, representation, and reporting functions expressly assigned for the relevant region, country, or program.
- Regional Coordinators can open national chapters in their respective region, appoint their team members, or expand the scope of their mandate but must submit a proposal to the coordinator of IAED Africa for the purpose of coordination

2. Code of Conduct

- Regional Coordinators shall act with integrity, transparency, and professionalism when representing IAED Africa.
- Regional Coordinators shall comply with all applicable national laws, IAED International policies, and the IAED Africa Framework.
- Any conduct that brings IAED Africa or IAED International into disrepute, including fraud, harassment, or misrepresentation of authority, is grounded for immediate suspension or termination.

3. Reporting and Accountability

- Regional Coordinators report through the Executive Director, IAED Africa, and UPF Africa, as well.
- Monthly or quarterly activity reports, as scheduled by the UPF Africa and UPF international, are mandatory and must include program updates, partnership developments, and financial summaries where applicable.
- Regional Coordinators must promptly disclose any material developments, risks, or reputational issues arising in their area of responsibility.

4. Confidentiality and Data Protection

- Regional Coordinators shall keep confidential about all non-public information relating to IAED Africa's strategy, partners, donors, and beneficiaries.
- Confidentiality obligations continue after the coordinator term ends.
- Personal and organizational data collected during activities must be handled in accordance with applicable data protection laws and IAED Africa policy.

5. Conflict of Interest

- Regional Coordinators must disclose, in writing, any personal, financial, or business interest that could reasonably conflict with their duties.
- Regional Coordinators may not use their position for personal gain or to benefit any private venture without prior disclosure and written approval.
- Where a conflict is identified, the coordinator shall recuse themselves from the relevant decision or activity.

6. Use of the IAED Africa Name and Brand

- The IAED Africa name, logo, and brand identity may only be used for approved activities and in accordance with UPF International branding guidelines.
- Regional Coordinators may not enter into agreements, sign contracts, or make public commitments on behalf of IAED Africa without written authorization.
- All external communications, press engagements, and partnership announcements referencing IAED Africa require prior Secretariat review.

7. Compensation and Expenses

- The IAED Africa Coordinator role is, at this stage, a pure volunteer position. No compensation is currently paid to the IAED Africa coordinator, and where necessary, the Africa coordinator may, from time to time and at their own discretion, personally cover minor regional coordinators operational costs such as airtime or internet connectivity in support of their duties.
- Once IAED Africa secures sufficient funding, the long-term objective is to transition Regional Coordinators, including this role, to a comprehensive and ongoing stipend, reflecting the scope of responsibilities carried out.
- Outside of this arrangement, and unless otherwise agreed in writing, other coordinator roles across the structure remain voluntary or stipend based when available.
- When sufficient funding is available, reasonable, pre-approved expenses directly related to authorized activities may be reimbursed subject to submission of supporting documentation.
- IAED Africa is not liable for costs incurred without prior written approval.

8. Term, Renewal, and Termination

- Appointments are for an initial term as specified in the regional coordinator's engagement letter, renewable by mutual agreement.
- Either party may terminate the engagement with written notice as specified in the engagement letter, or immediately in cases of misconduct, conflict of interest, or breach of these terms.
- Upon termination, the coordinator must cease all use of the IAED Africa name and brand and return or securely delete all confidential materials.

9. Intellectual Property and Work Product

- Materials, reports, and program content developed by coordinators in the course of their duties are the property of IAED Africa unless otherwise agreed in writing.
- Regional Coordinators retain no exclusive rights to IAED Africa for program concepts, frameworks, or partnership materials developed under this role.

10. Acknowledgement

- By accepting a coordinating role, the individual confirms that they have read, understood, and agreed to be bound by these terms and conditions, as may be updated from time to time by IAED Africa.