

GLOBAL HEALTH CORPS

CHIEF EXECUTIVE OFFICER

www.ghcorps.org

The Organization:

Global Health Corps (GHC) is an impactful leadership development organization devoted to recruiting and training the next generation of leaders in global health equity.

There is broad consensus that many of the solutions to save and improve lives worldwide already exist – but that there is a major implementation gap. Global Health Corps believes strongly that great leadership is critical to addressing that gap, and that the GHC community is the new breed of leaders that the world desperately needs.

Founded in 2009 by CEO Barbara Bush and five colleagues, with the belief that health is a human right and that the most powerful lever of change in global health is great leadership, GHC's inaugural fellowship was 22 young professionals. By June 2017, GHC's ninth fellowship class will total 140, bringing our growing leadership network to nearly 900 alumni and fellows worldwide, with 90% of alumni continuing to work in global health or social justice.

In order to address persistent health inequities, GHC continues to build a community of emerging health leaders who are:

- Global and diverse, with an array of experiences and backgrounds
- Highly-networked systems thinkers, collaborators, and problem-solvers
- Empathetic, resilient, and deeply committed to social justice
- Committed to inspiring and mobilizing others

GHC is unique in its focus to drive health care impact via leadership development.

GHC's Approach

Through a competitive recruitment process, the GHC team identifies daring and innovative university graduates and early to mid-career professionals from around the world, and pairs them together to work within partner organizations and government agencies in the United States, East Africa (Rwanda and Uganda), and Southern Africa (Malawi and Zambia) on some of the world's most pressing global health issues.

Fellows work with high impact health organizations in yearlong paid positions. The demand-driven model ensures that the fellows fill real-time health systems gaps, and have a multiplier effect on work already in progress. Whether they are working with a small grassroots organization like HIPS in Washington DC, to ensure sex workers have

access to critical health services; or with the Ministry of Health in Zambia, researching patient use of HIV testing and counseling, each fellow plays an essential role in the health equity movement, GHC fellows devote their energy to making the world a healthier place for all people, everywhere.

GHC invests heavily in leadership development both during and beyond the fellowship year, building skills that are essential for effective and ethical leadership (such as storytelling, systems-thinking, resilience and cultural humility), to create a talent pipeline of young leaders for the global health equity movement. Fellows come together five times a year for additional training, community building, leadership development, and mentorship to become audacious, resilient, and highly-networked changemakers.

GHC believes that each one of their fellows has the capacity to change the world – and many already are – GHC’s role is to work closely with them to amplify their impact, across issue areas and across continents.

Facts & Figures:

- Fellows and alumni represent 40 nationalities; about 40% are African;
- 65% of fellows and alumni are female;
- 15% of fellows and alumni come from the private sector;
- 95% of GHC alumni have remained working in the global health or social justice field;
- 94% of African alumni continue to work in Africa or are pursuing graduate school abroad;
- Approximately two-thirds of GHC’s partners have both alumni and fellows working for them.

Position Overview:

Global Health Corps is at a critical and exciting inflection point in its young history as an innovator in leadership development in the global public health community, and in delivering on its mission of building the next generation of leaders in global health at scale.

The Board and Founder are certain that the organization is now at a point of readiness, stability and sustainability where a new CEO can be brought into the team, to continue this momentum and help GHC continue to reach its maximum potential, as the founding CEO transitions to an active role on the Board of Directors.

Since its founding in 2009, GHC has grown its staff by 20x, grown its budget to \$7 million, and is on-track to realize a tipping point to a world with dynamic, diverse, empathetic, and highly connected leaders in the global health sector.

GHC has grown from an inaugural class of 22 fellows from 8 countries to its current class of 140 fellows from 19 countries, working with 66 partner organizations in the United States and East and Southern Africa.

As a wide range of skillsets and perspectives is critical to strengthening and rebuilding health systems, the current class of fellows represents more than 45 fields of expertise including architecture, finance, computer science, engineering, and agriculture.

GHC's unique value is its ability to attract and develop these leaders for critical institutions in global public health. The model directly addresses the management challenges that are vital and often overlooked, and it is one of the few organizations of its kind that has the track-record, potential for scale, brand, and focus to make impact on leadership development.

Most impressively, GHC has grown a community of nearly 750 leaders dedicated to creating equitable health systems. Post-fellowship 95% of alumni continue to work for high-impact organizations in the fields of global health and social justice.

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<http://ghcorps.org/connect/careers/>

This is an outstanding opportunity for an authentic, progressive and entrepreneurial leader who has a track-record of guiding organizations that are undertaking transformational work, to the next level of impact. The ideal candidate will believe deeply that health is a human right and that great ideas don't change the world, great people do. They will have a passion for achieving social justice through the global health equity movement.

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The Role:

Title: Chief Executive Officer

Reports to: Board of Directors

Location: New York, NY

The Chief Executive Officer (CEO) will manage a successful transition from the founder, while supporting and guiding team members at all levels of the organization during a time of exciting change and growth.

They will build upon an incredibly successful and impactful foundation, working closely with the Board and senior leadership team to achieve GHC's vision, and further develop/refine the strategy and business model of GHC, with the overarching priority of owning and shaping the topic of leadership development in the Global Health community.

Through deep and authentic personal engagement with all stakeholders, including staff based in five countries, the CEO will help to create a sustainable organization that is ready for future growth and will ensure that the organization has the necessary resources and support to deliver on its mission of building the next generation of leaders in global health at scale.

The CEO will continue important work already underway including: raising awareness of GHC's mission and impact; refining the fellow selection and alumni model to emphasize long-term leadership development; continuing to grow the number of fellows, moving to critical mass in current regions, and reviewing geographic sustainability and future expansion.

Key Priorities:

Strategic Leadership

- Work closely with the Founder to ensure a smooth and effective leadership transition, while maintaining the existing positive, dynamic and productive culture.
- Work collaboratively with the Board and Senior Leadership Team to establish the vision/strategy for the next chapter in GHC's development; determine the regional, programmatic and alumni-focused model that GHC will follow, and what level of infrastructure and technology investment will be required to build on the organization's solid foundation.
- Lead GHC through a strategic transition from a Founder-led, young, entrepreneurial entity to a scaled organization, while maintaining an exceptional fellowship experience and GHC's signature authenticity, agility, hustle, innovative thinking and team culture.
- Engage the Board of Directors in its important governance role by actively communicating opportunities, strategic choices and progress toward goals.
- Oversee the development of new services and programs offered to fellows, alumni and partners to deepen leadership capacity within the global health community.

Fund Development

- Lead fundraising efforts in partnership with the development team, building a strong pipeline that ensures GHC has adequate financial resources to fulfill its mission, take advantage of strategic opportunities, and continue to build and leverage the brand.
- Partner with the Founder and other members of the Board to identify high impact, potentially multi-year donor prospects, and cultivate existing relationships with diversified sources of funding across corporations, foundations, individual and major donors, and government sources.
- Create new and innovative ways to leverage the GHC network of stakeholders, including the Board, other donors to the organization, and alumni.

External Relations

- Enhance the visibility of GHC by serving as a leading voice in advancing social justice through leadership development of fellows, alumni and partner organizations, and the strengthening of the health equity movement.
- Participate in relevant global health and leadership panels/events; continue to share stories of GHC fellows and alumni who are helping to create systemic transformation in the global health sector.
- Influence decision-makers, and political/cultural leaders; utilize outside experts and networks to build strategic relationships that will accomplish GHC's objectives.
- Thoughtfully build the GHC brand; oversee the continued development of a strategic communications plan and social media strategy that actively shares the mission, values and impact of GHC, and serves as an aspirational voice for the global public health sector.

Operational & Staff Leadership

- Provide inspirational leadership and oversight to an exceptionally high-performing staff located across five countries; ensure the continued development of a professional and efficient organization that balances current and future growth needs.
- In collaboration with the VP Operations, oversee a robust, high-quality operational and financial infrastructure, and ensure innovative technology is in place, to support the organization now and in the future.
- Ensure organizational effectiveness and financial sustainability through strong internal systems, processes, policies and internal controls, efficient human and financial resource mobilization and accountability mechanisms across multiple locations.
- Work closely with the Senior Leadership Team to determine the next level of HR, IT and financial systems that will support programmatic needs, and a sustainable working environment.

- Facilitate cross-departmental collaboration and strengthen internal communications; promote a positive multi-cultural, globally-oriented work environment that supports shared values, high quality and innovative programming, and a drive for impact.
- Inspire, energize, coach and develop diverse teams of people with multiple perspectives and talents; motivate and collaborate, seeking input from a variety of sources and committed to fostering an open, inclusive and innovative culture.
- Demonstrate a commitment to the professional development of all teams, including an emphasis on recruiting and retaining diverse and high-performing individuals.

The Person:

Professional Qualifications

- Minimum 15 years in a strategic leadership role, with proven change-management success in a highly networked, growth-oriented and entrepreneurial environment.
- Leadership experience could have been gained in the following sectors: global public health and/or social justice environments; high performing leadership development organizations or organizations working with young people under the umbrella of leadership development, education; or social enterprise. Private sector executives will have demonstrated a track record of working in a global environment and have a proven passion for social justice/global health evidenced through nonprofit board or volunteer experience.
- Demonstrated achievement in transformative environments, bringing to scale a similarly sized, complex, multi-site organization; direct experience as part of a successful transition from a founder-led organization to one with new leadership, with a sensitivity to team dynamics and institutional history in such an environment, is strongly preferred.
- A global citizen. Cross-culturally competent and comfortable interfacing with staff, board, funders, partners and other key stakeholders around the world; experience gained working outside the US or in a cross-cultural environment is strongly preferred.
- Track record of working collaboratively with a Board of Directors on strategic planning including board recruitment and development.
- Significant fund development and marketing/branding experience; adept at building visible and innovative partnerships.
- Experience of innovative adaption of technology.
- Ability to set clear priorities, delegate and guide investment in people and systems; strong strategic, organization and problem-solving skills that enable sound decision-making in a complex, geographically-dispersed organization.
- Superior mentoring, professional development, people management and leadership skills; evidence of leading through change with positive

outcomes; comfortable delegating to, and empowering, a talented and motivated senior leadership team and staff.

- Persuasive presentation and communication skills; ability to inspire current fellows, alumni, partners, donors, as well as colleagues.
- Willingness and enthusiasm to travel globally.

Personal Attributes:

- Relationship-oriented with a passion for energizing people around the GHC mission, and encouraging and supporting individuals on a shared learning journey.
- Authentic leadership style, confident working inclusively and collaboratively with diverse groups in a multi-country environment.
- Ability to naturally relate to a diverse community; derives enjoyment from building an authentic rapport with those who have varying viewpoints and perspectives; comfort level with the need to address and discuss the challenging realities of social justice, race and privilege.
- Flexibility to listen, learn, adapt and shape GHC during a period of growth and transition.
- A change agent with the ability to create and execute on plans and translating strategy into action; able to course-correct when required, and engage the board and staff behind a shared vision.
- Collaborative and flexible management style, and a willingness to roll up sleeves when required.
- Direct and transparent communicator at all levels within and outside the organization.
- Strong verbal and written communication skills and a willingness to share information.
- Comfortable taking calculated risks and advocating for new ideas; in the spirit of innovation and professional development, encourage and empower others to move outside of their comfort zone.
- Leads by example; humble with a healthy ego; high EQ with a sense of humor, and highly resilient.
- Enjoys working with young people and excited about interacting with fellows and alumni.
- Impeccable integrity, entrepreneurial spirit and striving for continuous improvement.

Education:

- Minimum Bachelor's degree, ideally with an MBA, MPH, MPA or related advanced degree

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How to Apply

If you, or anyone you know, are interested in this opportunity
please email your resume and cover letter to:

Janet Albert

Partner – Bridge Partners

janet.albert@bridgepartnersllc.com

or

Tory Clarke

Partner – Bridge Partners

tory.clarke@bridgepartnersllc.com