



Position Specification

Gavi, the Vaccine Alliance

Managing Director, Policy, Programme Design and Delivery
Support

Gavi, the Vaccine Alliance

Gavi, the Vaccine Alliance is a public-private partnership that helps vaccinate half the world's children against some of the world's deadliest diseases. Since its inception in 2000, Gavi has helped to immunise a whole generation – over 888 million children – and prevented more than 15 million future deaths, helping to halve child mortality in 73 lower-income countries. Gavi also plays a key role in improving global health security by supporting health systems as well as funding global stockpiles for Ebola, cholera, meningococcal and yellow fever vaccines. After two decades of progress, Gavi is now focused on protecting the next generation, above all the zero-dose children who have not received even a single vaccine shot. The Vaccine Alliance employs innovative finance and the latest technology – from drones to biometrics – to save millions more lives, prevent outbreaks before they can spread and help countries on the road to self-sufficiency. Learn more at www.gavi.org and connect with us on [Facebook](#), [Twitter](#) and [LinkedIn](#).

Gavi is a co-convenor of COVAX, the vaccines pillar of the Access to COVID-19 Tools (ACT) Accelerator, together with the Coalition for Epidemic Preparedness Innovations (CEPI), the World Health Organization (WHO) and UNICEF. In its role, Gavi is focused on procurement and delivery for COVAX: coordinating the design, implementation, and administration of the COVAX Facility and the Gavi COVAX AMC and working with its Alliance partners UNICEF and WHO, along with governments, on country readiness and delivery. Gavi has secured more than US\$ 13 billion in funding for COVAX, which has now shipped more than 1.5 billion COVID-19 vaccine doses to 145 economies.

The Vaccine Alliance brings together developing country and donor governments, WHO, UNICEF, the World Bank, the vaccine industry, technical agencies, civil society, the Bill & Melinda Gates Foundation and other private sector partners. View the full list of donor governments and other leading organisations that fund Gavi's work [here](#).

With the severe economic effects of the COVID-19 pandemic, restoring routine immunisation and ensuring that programmes are sustainable in the long term is essential. Gavi is seeking to appoint a Managing Director, Policy, Programme Design and Delivery Support, who will be a key member of the Senior Management Team and a critical source of strategic expertise on the Alliance's programmes.

The Gavi governance structure

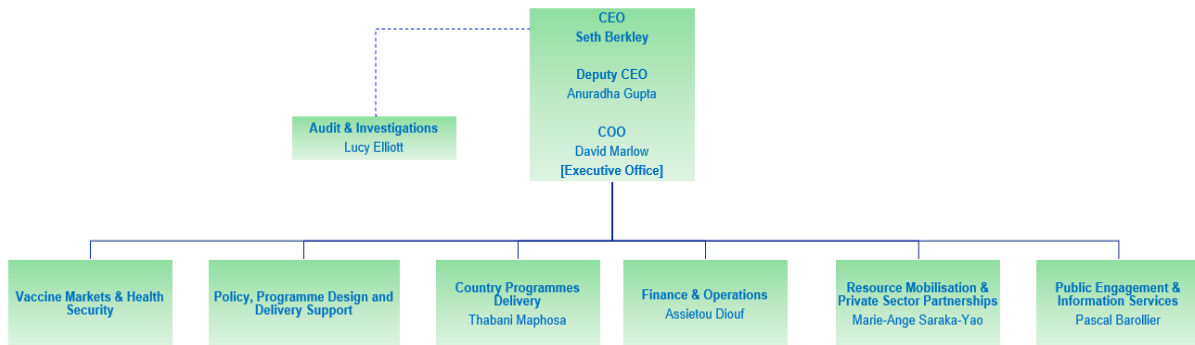
Originally hosted by UNICEF at its launch in 2000, Gavi became a Swiss foundation in 2009 and has been granted international institution status in Switzerland with special privileges and immunities. The Gavi Board, comprising 28 members from governments, partner organisations, civil society organisations and the private sector, is chaired by José Manuel Barroso, former President of the European Commission.

The Gavi Secretariat

The Gavi Secretariat is a knowledge-based global strategic health/development partnership comprised of approximately 350 staff as well as 150 additional staff assigned to the Office of the COVAX Facility. The Secretariat is responsible for managing the operations of the Gavi business, including strategy and policy development; advocacy and resource mobilisation; programme delivery, incorporating

programme monitoring and evaluation; approving and disbursing funds; collaboration and coordination with other global health agencies; legal and financial management; and support and administration of the Gavi Board and Committees. Offices are located in Geneva and Washington DC. The Secretariat is led by CEO, Dr Seth Berkley, and Deputy CEO, Anuradha Gupta, a COO, and seven Managing Directors, comprising the Senior Management Team.

Composition of the Gavi Senior Management Team:



The role

Gavi is looking for an experienced, passionate, and driven Managing Director to lead the Policy, Programme Design and Delivery Support department. The Managing Director reports into the Executive Office and provides leadership, strategic direction and overall management of Gavi's Policy, Programme Design and Delivery Support department, focused on designing community-based, pro-equity, sustainability-focused policies and programmes to support implementing countries. The department is responsible for ensuring that the design of Gavi's support meets the varied needs of implementing countries and is fit for purpose to achieve Gavi's strategic goals and deliver measurable results.

Gavi support consists of vaccines, health systems strengthening support, and technical assistance across a portfolio of eligible countries (currently there are 57). In addition, Gavi provides catalytic, time-limited support to specific middle-income countries and countries that have transitioned out of Gavi support and/or have struggled to introduce new vaccines, leading to health inequities. The Policy, Programme Design and Delivery Support department is responsible for ensuring that Gavi's policies and programme design are grounded in a thorough understanding of the political economy and health care systems in lower-income countries. This should include an appreciation of communities, gender, demand and equity barriers, and an understanding of the role of governance. Gavi's policy and programme design should be sufficiently agile and differentiated in responding to the highly heterogeneous country contexts the Alliance serves, and also to sub-national disparities within countries. The department is also responsible for measurement of results, synthesis and sharing of learnings, as well as independent evaluations of the relevance and effectiveness of Gavi's policies and programmes.

The Policy, Programme Design and Delivery Support department is made up of over 50 people across five key teams:

- **Vaccine Programmes:** responsible for the design and operationalisation of existing and new vaccine programmes as well as strategies to close the immunity gaps to reduce disease, deaths, outbreaks and medical impoverishment. The team works closely with the market shaping team on optimising products, health systems team on equitable vaccine uptake strategies, policy team on incentives and financing and provides support to the country delivery team in efficiently planning, rolling out and scaling up vaccine programmes as well as prioritising the highest risk populations.
- **Health Systems & Immunisation Strengthening (HSIS):** responsible for the design and operationalisation of Gavi's HSIS support to bolster country capacities to address systemic gaps, increase the effectiveness and efficiency of their health systems, institute performance-based financing and encourage community based and pro-equity approaches to reach zero-dose children and missed communities;
- **Immunisation Financing & Sustainability (IF&S):** responsible for the design and operationalisation of Gavi's approach to sustainable financing including co-financing of vaccines, criteria for determining eligibility for, and transition out of, Gavi support with a key focus on country ownership and sustainability;
- **Monitoring, Evaluation & Learning (MEL):** responsible for ensuring there is a holistic and coherent measurement framework and learning system in place so that data is available to inform decisions; there is continuous improvement of policies and programme design informed by learnings;

independent evaluations are systematically undertaken to assess the effectiveness of Gavi's policies and programmatic support; and results are rigorously quantified and reported.

- **Policy:** responsible for the design of evidence-based policies which are dynamic and sufficiently flexible to respond to countries' heterogeneous needs and take into account the role of community, gender, demand and equity barriers.

Main duties and responsibilities

- Provide leadership, strategic direction and overall management to the Policy, Programme Design and Delivery Support department, and to ensure the successful delivery of the department's objectives;
- Embrace and drive change in the design of Gavi's policies and programmes, including the adoption of data and evidence in decision-making, with a clear focus on community, gender, demand and equity barriers;
- Drive policies and programme design that allow for differentiated, tailored, targeted strategies to suit variegated national and subnational contexts with agility and flexibility;
- Encourage innovation throughout the department, bringing in enhancements and best practices from both public and private sectors and the broader global health ecosystem;
- Manage strategic risks in accordance with Gavi's risk appetite statement;
- Ensure the collaboration of the Policy, Programme Design and Delivery Support department with other Gavi departments in order to achieve the organisation's goals;
- Manage relationships and carry out effective dialogue and collaboration with governments, civil society and private sector partners in countries, as well as with Alliance partners (including UNICEF, WHO, World Bank and other key stakeholders of the Alliance) and other global financing institutions such as the Global Fund and Global Financing Facility (GFF);
- Share overall management and decision-making as one of seven Managing Directors who, together with the CEO, Deputy CEO and COO, comprise the Gavi Senior Management Team (SMT), to ensure the successful operation of the Gavi Secretariat, and its role in supporting the broader Alliance in its delivery of Gavi's strategic plan;
- Ensure that Gavi remains a key player in the global health landscape by contributing both strategically and operationally, across the organisation;
- Manage and develop an engaged and motivated workforce across the department's five teams, creating a strategic vision and the right culture and environment to inspire others to succeed by drawing the best out of staff and empowering them.

Location

The position will be based in Geneva, Switzerland.

Candidate profile

The Managing Director, Policy, Programme Design and Delivery Support will be someone of unimpeachable personal integrity.

Key experience, knowledge, and technical skills

The ideal candidate will possess the following:

- Substantial experience leading policy formulation and programme design, including community based, pro-equity approaches at country as well as subnational level;
- Experience of designing, initiating, and managing large scale-health programmes in one or more Gavi implementing countries;
- Established leadership experience in public health arena, and a thorough understanding of health care systems in low- and middle-income countries (LMICs), including role of communities, gender, demand and equity barriers;
- Experience of introducing new vaccines and managing/bolstering/overseeing immunisation programmes as part of broader primary health care delivery;
- Understanding of the dynamics of domestic financing and budgets for immunisation and health;
- Sophisticated understanding of grant making and management, including leadership of efficient, results-based financing and incentives, including performance rewards and conditional cash transfers;
- Substantial country-level experience, including multi-stakeholder engagement and collaboration with WHO, UNICEF, World Bank and other bilateral/ multilateral partners is essential;
- A successful track record of negotiation and influencing within complex and challenging environments;
- Excellent team leadership credentials, developing high-performing, cross-cultural teams, and creating a compelling vision and culture across the organisation;
- Sophisticated understanding of operating within a complex, multi-stakeholder governance environment;
- Successful leadership experience in an international organisation is an added asset.

Academic qualifications

- Advanced university degree in Public Health, Social Sciences or equivalent;
- Additional qualifications in Business Administration, Management or Law desirable;
- Specialisation in Programme Management and Health Information Systems an advantage.

Languages

- Gavi operates in an English language environment, consequently fluency in spoken and written English is essential;
- A second language is desirable, preferably French.

Compensation & benefits

- Competitive compensation and benefits will be offered.
- For an introduction to Gavi's benefits package, please refer here: [Benefits \(gavi.org\)](https://www.gavi.org/benefits)

Competencies

Setting strategy

- The ability to formulate and present strategy and policy at a high level, and provide collaborative leadership in the development of global policies, directions, new approaches and methodologies in the assigned areas for Gavi, and within a changing environment;
- The ability to formulate appropriate, evidence driven, ambitious strategies for change, in service of Gavi's mission;
- The inclination to seek and analyse data from a variety of sources to support decisions, monitor corporate performance, and to align others with the organisation's overall strategy;
- The capacity to use data and information to diagnose and resolve multiple, concurrent problems; a conceptual and strategic analytical capacity, with the ability to provide high quality programmatic advice and identify alternatives or options in planning and decision-making.

Executing for results

- The ability to set clear corporate goals, priorities and their measurement while committing teams to improved performance; tenacious and accountable in driving results;
- The ability to successfully drive and anchor change in a complex, evolving organisation by demonstrating agility and stimulating creativity and innovation;
- Comfortable with ambiguity and uncertainty; demonstrates the ability to adapt nimbly and lead others through complex situations;
- Highly driven and focused on organisational and individual performance and managing for results; demonstrates strong operational skills and superior judgment in evaluating opportunities and risks;
- The ability to act in a transparent and consistent manner, while serving the best interests of the organisation;
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.

Leading teams

- Outstanding organisational and leadership abilities; strategic, results-oriented, with a strong commitment to Gavi's cause;
- Proven ability to identify, motivate, develop and retain a highly professional multicultural staff by fostering a culture of feedback and development; collaborative leadership style;
- Leads others to formulate solutions to complex problems, promotes agility, and empowers teams to respond nimbly in a fast-changing world;
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organisation as a whole;
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organisation's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Relationships and influence

- Highly developed interpersonal skills and a demonstrable ability to inspire, collaborate and influence a wide range of different institutions, interest groups, and stakeholders, including affected populations, to drive impact and change;
- The ability to present credibility and confidence to high-level political figures across the Alliance, building positive and constructive relationships;
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and determination;
- Highly proficient manager of stakeholders of wide-ranging seniorities; adept builder of enduring relationships, able to work through difficulties to establish and achieve shared goals within complex environments and at pace;
- Political sensitivity; strong oral, written and interpersonal skills, with the ability to relate and work effectively and strategically with colleagues and partners at all levels.

How to apply

To apply, please send your CV, and supporting statement to responses@russellreynolds.com by Friday 15th July. Your supporting statement should succinctly highlight your motivation, experience, and skills against the requirements of the role. Please include the role title in the subject of your email.

If you have a question about the position, or your application, please contact the Russell Reynolds Team at either responses@russellreynolds.com or on +44 (0)20 7830 8089.

Gavi is committed to fostering a just, equitable and diverse culture free from racism and discrimination in which all staff, partners and stakeholders feel empowered, safe, and heard.