

Position Specification

Gavi, the Vaccine Alliance

Managing Director, Vaccine Markets and Health Security

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 146 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 its first Managing Director, Vaccine Markets and Health Security, 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

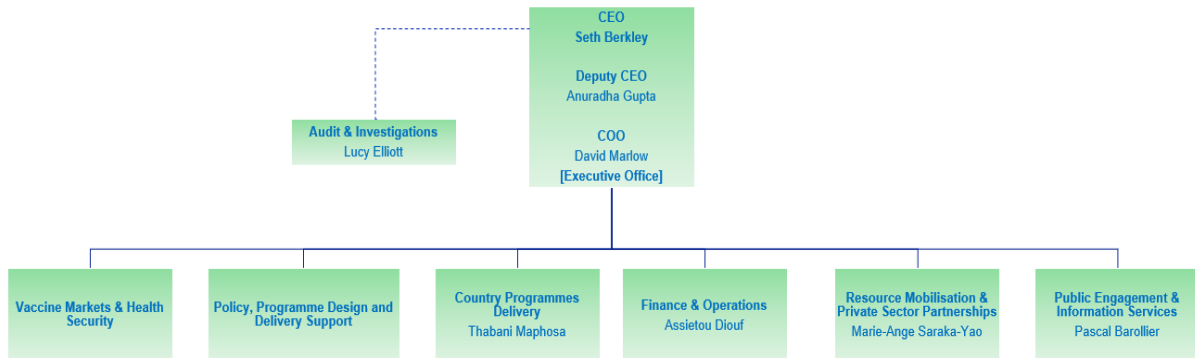
Originally hosted by UNICEF at its launch in 2000, Gavi became a Swiss foundation in 2009 and has been granted international institution status in Switzerland with special privileges and immunities. The Gavi Board, comprising 28 members from governments, partner organisations, civil society organisations 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 temporary 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 Vaccine Markets and Health Security Department. Since 2000, Gavi has played an important role in shaping the vaccine markets by leveraging its mandate to procure a range of vaccines for nearly 50% of the global birth cohort. More recently, it has worked on shaping markets for cold chain equipment, vaccine-preventable disease diagnostics and is considering work in other areas. It has been in the forefront of innovative mechanisms involving demand aggregation, pooled procurement, volume and demand guarantees, strategic demand forecasting, de-risking of investments to accelerate the development of vaccine products for low- and middle-income countries, and diversification of manufacturers and innovative products. Gavi's co-leadership of COVAX has further expanded its role in supply and procurement of vaccines for pandemic response and laid the foundation of strengthened collaboration with vaccine research and development initiatives including CEPI. Infrastructure created within Gavi for supply and procurement of COVID-19 vaccines under the aegis of the Office of COVAX Facility offers an opportunity to bolster global readiness to mount a rapid and effective multi-lateral, global response to any future pandemic. There is also increased momentum for more distributed vaccine manufacturing, particularly in Africa. This presents a strategic opportunity for Gavi to play a role in ensuring such initiatives are successful and sustainable and advance the goal of ensuring equitable and timely access to affordable and innovative vaccine products in all countries, regardless of their wealth and vaccine manufacturing muscle. The Managing Director of Vaccine Markets and Health Security would play a vital role in guiding Gavi's efforts in this area amid a rapidly evolving landscape.

The Managing Director will report into the Executive Office and will be focused on leading the development and implementation of Gavi's approach to market shaping and Health Security. This will include supporting the development of healthy market dynamics for vaccines and immunisation products, cold chain equipment and diagnostics as well as ensuring Gavi's readiness to play a strong part in health security including the pandemic preparedness.

The Vaccine Markets and Health Security department is made up of the following key teams:

- **Vaccine Supply & Demand:** responsible for the design and implementation of Gavi's market shaping strategy with a focus on ensuring healthy market dynamics for vaccines and other immunisation products.
- **Market shaping** for cold chain equipment and diagnostics as well as innovations relating to vaccine products e.g., micro array patches etc.
- **Health Security:** responsible for the technical and programmatic aspects of health security including pandemic readiness coordinating with other managing directors engaged in health security and pandemic preparedness including the country facing resilient health systems, innovative financing and private sector engagement, legal and financing as well as communications and advocacy. Together this end-to-end view within the Gavi Secretariat and with Alliance partners is necessary to sustain and keep evolving Gavi's approach to health security and response with a view to rapidly deploy capabilities in a range of epidemic/pandemic scenarios in which vaccines are part of effective countermeasures.
- **Office of the COVAX Facility, Design & Operationalisation:** responsible for the policy and programme design of the COVAX Facility, adapting the model to respond to rapidly changing circumstances of the COVID-19 pandemic, and implementing the programme through strong coordination within the Gavi Secretariat and across the COVAX pillar, as well as cross-cutting items (e.g., No-Fault Compensation Programme, COVAX Humanitarian Buffer). Some of these programs might need to remain in place for a future "X-vax" response should one be necessary.

Main duties and responsibilities

- Provide leadership, strategic direction and overall management to the Vaccine Markets and Health Security department, and to ensure the successful delivery of the department's objectives;
- Lead on delivering Gavi's market shaping strategy across the core Gavi and COVAX portfolios, including setting out short- and long-term strategies and leading interactions with manufacturers;
- Lead on delivering on the market shaping for other commodities of interest to Gavi;
- Ensure the delivery of the COVAX objectives through to completion of its mandate;
- Develop and sustain the programmatic component of Gavi's health security approach, in close collaboration with other internal and external stakeholders;
- Embrace and drive change in the design of Gavi's market shaping and health security approaches, including the adoption of data and evidence in decision-making;
- Encourage innovation throughout the department, bringing in enhancements and best practices from both public and private sectors and the broader global health ecosystem;
- Strategically manage risks in accordance with Gavi's risk appetite statement;
- Ensure the collaboration of the Vaccine Markets and Health Security department with other Gavi departments in order to achieve the organisation's goals;
- Manage relationships and carry out effective dialogue and collaboration with manufacturers, governments and donors, as well as with Alliance partners (including UNICEF, WHO, World Bank and other key stakeholders of the Alliance);
- 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, 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, Vaccine Markets and Health Security will be a person of unimpeachable personal integrity.

Key experience, knowledge, and technical skills

The ideal candidate will possess the following:

- A solid understanding of vaccines markets and pharmaceutical industry landscape;
- A strong network and established reputation with vaccine manufacturers;
- Deal negotiation experience, ideally in the pharmaceutical sector;
- Expertise in healthy market dynamics, including strategic demand forecasting, demand pooling, de-risking of investments, entry and exit barriers, price negotiations, incentives for diversification of products and manufacturers, procurement and supply;
- In-depth knowledge of the global health security landscape, the vaccines pipeline for pandemic preparedness and response, and the emerging architecture for global health security including the pandemic preparedness and response;

- Experience of multi-stakeholder engagement and collaboration with WHO, UNICEF, World Bank and other bilateral/multilateral partners;
- Industry experience and/or experience in a relevant global institution;
- A successful track record in 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

Academic qualifications

- Advanced university degree in Public Health, Science, 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 capacity 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;
- Successfully drives and anchors change in a complex, evolving organisation by demonstrating agility and stimulating creativity and innovation.

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;
- 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;
- Comfortable with ambiguity and uncertainty; demonstrates the ability to adapt nimbly and lead others through complex situations;
- Ability to negotiate deals with commercial partners that meet Gavi country needs but also acknowledge Industry P&L pressures.

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 including across the Alliance, building positive and constructive relationships;
- 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.